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|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Form 5500</b><br><br>Department of the Treasury<br>Internal Revenue Service<br><br>Department of Labor<br>Employee Benefits Security<br>Administration<br><br>Pension Benefit Guaranty Corporation | <b>Annual Return/Report of Employee Benefit Plan</b><br>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).<br><br><p style="text-align: center;">▶ <b>Complete all entries in accordance with the instructions to the Form 5500.</b></p> | OMB Nos. 1210-0110<br>1210-0089<br><br><div style="text-align: center; font-size: 1.2em; font-weight: bold;">2020</div><br><br><b>This Form is Open to Public Inspection</b> |
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|                                                                                                          |                                                                                                                                                                                                                                                                                                                                           |
|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Part I</b>                                                                                            | <b>Annual Report Identification Information</b>                                                                                                                                                                                                                                                                                           |
| For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u> |                                                                                                                                                                                                                                                                                                                                           |
| <b>A</b> This return/report is for:                                                                      | <input type="checkbox"/> a multiemployer plan <input type="checkbox"/> a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)<br><input checked="" type="checkbox"/> a single-employer plan <input type="checkbox"/> a DFE (specify) ____ |
| <b>B</b> This return/report is:                                                                          | <input type="checkbox"/> the first return/report <input type="checkbox"/> the final return/report<br><input type="checkbox"/> an amended return/report <input type="checkbox"/> a short plan year return/report (less than 12 months)                                                                                                     |
| <b>C</b> If the plan is a collectively-bargained plan, check here. . . . .                               | <input checked="" type="checkbox"/>                                                                                                                                                                                                                                                                                                       |
| <b>D</b> Check box if filing under:                                                                      | <input checked="" type="checkbox"/> Form 5558 <input type="checkbox"/> automatic extension <input type="checkbox"/> the DFVC program<br><input type="checkbox"/> special extension (enter description)                                                                                                                                    |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                             |                                                                     |                                                                  |                                                             |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|------------------------------------------------------------------|-------------------------------------------------------------|--|
| <b>Part II</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>Basic Plan Information</b> —enter all requested information                                                                                                                                                                                                                                                                              |                                                                     |                                                                  |                                                             |  |
| <b>1a</b> Name of plan<br><u>THE BOEING COMPANY EMPLOYEE RETIREMENT PLAN</u>                                                                                                                                                                                                                                                                                                                                                                                                                              | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"><b>1b</b> Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>001</u></td> </tr> <tr> <td colspan="2"><b>1c</b> Effective date of plan<br/><u>01/01/1955</u></td> </tr> </table>                             | <b>1b</b> Three-digit plan number (PN) ▶                            | <u>001</u>                                                       | <b>1c</b> Effective date of plan<br><u>01/01/1955</u>       |  |
| <b>1b</b> Three-digit plan number (PN) ▶                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <u>001</u>                                                                                                                                                                                                                                                                                                                                  |                                                                     |                                                                  |                                                             |  |
| <b>1c</b> Effective date of plan<br><u>01/01/1955</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                             |                                                                     |                                                                  |                                                             |  |
| <b>2a</b> Plan sponsor's name (employer, if for a single-employer plan)<br>Mailing address (include room, apt., suite no. and street, or P.O. Box)<br>City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)<br><u>THE BOEING CO. AND CONSOLIDATED SUBSIDIARIES</u><br><br><u>C/O ENTERPRISE BENEFITS ACCOUNTING</u><br><br><u>P.O. BOX 3707 M/C 6X7-04</u> <u>100 N. RIVERSIDE PLAZA</u><br><u>SEATTLE, WA 98124-2207</u> <u>CHICAGO, IL 60606-1596</u> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td><b>2b</b> Employer Identification Number (EIN)<br/><u>91-0425694</u></td> </tr> <tr> <td><b>2c</b> Plan Sponsor's telephone number<br/><u>866-473-2016</u></td> </tr> <tr> <td><b>2d</b> Business code (see instructions)<br/><u>336410</u></td> </tr> </table> | <b>2b</b> Employer Identification Number (EIN)<br><u>91-0425694</u> | <b>2c</b> Plan Sponsor's telephone number<br><u>866-473-2016</u> | <b>2d</b> Business code (see instructions)<br><u>336410</u> |  |
| <b>2b</b> Employer Identification Number (EIN)<br><u>91-0425694</u>                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                             |                                                                     |                                                                  |                                                             |  |
| <b>2c</b> Plan Sponsor's telephone number<br><u>866-473-2016</u>                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                             |                                                                     |                                                                  |                                                             |  |
| <b>2d</b> Business code (see instructions)<br><u>336410</u>                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                             |                                                                     |                                                                  |                                                             |  |

**Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.**

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

|                  |                                                   |            |                                                              |
|------------------|---------------------------------------------------|------------|--------------------------------------------------------------|
| <b>SIGN HERE</b> | Filed with authorized/valid electronic signature. | 09/10/2021 | HEATHER HAYNES-O'BRIEN                                       |
|                  | Signature of plan administrator                   | Date       | Enter name of individual signing as plan administrator       |
| <b>SIGN HERE</b> |                                                   |            |                                                              |
|                  | Signature of employer/plan sponsor                | Date       | Enter name of individual signing as employer or plan sponsor |
| <b>SIGN HERE</b> |                                                   |            |                                                              |
|                  | Signature of DFE                                  | Date       | Enter name of individual signing as DFE                      |

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2020)  
v. 200204

|                                                                                                                                                                                                                                                                                                                                                                                                                                       |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>3a</b> Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor<br><br>EMPLOYEE BENEFIT PLANS COMMITTEE<br>C/O THE BOEING COMPANY<br>100 N. RIVERSIDE PLAZA<br>CHICAGO, IL 60606-1596                                                                                                                                                                                                                   |  | <b>3b</b> Administrator's EIN<br>58-2405861                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                       |  | <b>3c</b> Administrator's telephone number<br>312-544-2297                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:<br><b>a</b> Sponsor's name<br><b>c</b> Plan Name                                                                                                                                                |  | <b>4b</b> EIN<br><br><b>4d</b> PN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>5</b> Total number of participants at the beginning of the plan year                                                                                                                                                                                                                                                                                                                                                               |  | <b>5</b> 135274                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ).                                                                                                                                                                                                                                      |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>a(1)</b> Total number of active participants at the beginning of the plan year.....                                                                                                                                                                                                                                                                                                                                                |  | <b>6a(1)</b> 44385                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>a(2)</b> Total number of active participants at the end of the plan year .....                                                                                                                                                                                                                                                                                                                                                     |  | <b>6a(2)</b> 36963                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>b</b> Retired or separated participants receiving benefits.....                                                                                                                                                                                                                                                                                                                                                                    |  | <b>6b</b> 57190                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>c</b> Other retired or separated participants entitled to future benefits .....                                                                                                                                                                                                                                                                                                                                                    |  | <b>6c</b> 21045                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> .....                                                                                                                                                                                                                                                                                                                                                           |  | <b>6d</b> 115198                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. ....                                                                                                                                                                                                                                                                                                                            |  | <b>6e</b> 16497                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> .....                                                                                                                                                                                                                                                                                                                                                                               |  | <b>6f</b> 131695                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>g</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....                                                                                                                                                                                                                                                                                       |  | <b>6g</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested .....                                                                                                                                                                                                                                                                                            |  | <b>6h</b> 147                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....                                                                                                                                                                                                                                                                                                   |  | <b>7</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>8a</b> If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:<br>1A 3F 3H                                                                                                                                                                                                                                                              |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>b</b> If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:                                                                                                                                                                                                                                                                           |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>9a</b> Plan funding arrangement (check all that apply)<br>(1) <input type="checkbox"/> Insurance<br>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts<br>(3) <input checked="" type="checkbox"/> Trust<br>(4) <input type="checkbox"/> General assets of the sponsor                                                                                                                                         |  | <b>9b</b> Plan benefit arrangement (check all that apply)<br>(1) <input type="checkbox"/> Insurance<br>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts<br>(3) <input checked="" type="checkbox"/> Trust<br>(4) <input type="checkbox"/> General assets of the sponsor                                                                                                                                                                                                                                    |
| <b>10</b> Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)                                                                                                                                                                                                                                                                     |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>a Pension Schedules</b><br>(1) <input checked="" type="checkbox"/> <b>R</b> (Retirement Plan Information)<br><br>(2) <input type="checkbox"/> <b>MB</b> (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary<br><br>(3) <input checked="" type="checkbox"/> <b>SB</b> (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary |  | <b>b General Schedules</b><br>(1) <input checked="" type="checkbox"/> <b>H</b> (Financial Information)<br>(2) <input type="checkbox"/> <b>I</b> (Financial Information – Small Plan)<br>(3) <input type="checkbox"/> <u>0</u> <b>A</b> (Insurance Information)<br>(4) <input checked="" type="checkbox"/> <b>C</b> (Service Provider Information)<br>(5) <input checked="" type="checkbox"/> <b>D</b> (DFE/Participating Plan Information)<br>(6) <input checked="" type="checkbox"/> <b>G</b> (Financial Transaction Schedules) |

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**Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)**

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**11a** If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

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**11b** Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

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**11c** Enter the Receipt Confirmation Code for the 2020 Form M-1 annual report. If the plan was not required to file the 2020 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code \_\_\_\_\_

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|                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                   |                                                                                                |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| <div>SCHEDULE SB<br/>(Form 5500)<br/><br/>Department of the Treasury<br/>Internal Revenue Service<br/><br/>Department of Labor<br/>Employee Benefits Security Administration<br/><br/>Pension Benefit Guaranty Corporation</div> | <div>Single-Employer Defined Benefit Plan<br/>Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div> | <div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection</div> |
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|                                                                                                                                    |                                                                                                                                                  |
|------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020                                         |                                                                                                                                                  |
| ▶ Round off amounts to nearest dollar.                                                                                             |                                                                                                                                                  |
| ▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.            |                                                                                                                                                  |
| A Name of plan<br>THE BOEING COMPANY EMPLOYEE RETIREMENT PLAN                                                                      | B Three-digit plan number (PN) ▶ 001                                                                                                             |
| C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF<br>THE BOEING CO. AND CONSOLIDATED SUBSIDIARIES                  | D Employer Identification Number (EIN)<br>91-0425694                                                                                             |
| E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500 |

|        |                                                                                                                                                                                                       |                            |                           |                          |
|--------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|---------------------------|--------------------------|
| Part I | Basic Information                                                                                                                                                                                     |                            |                           |                          |
| 1      | Enter the valuation date: Month 01 Day 01 Year 2020                                                                                                                                                   |                            |                           |                          |
| 2      | Assets:                                                                                                                                                                                               |                            |                           |                          |
| a      | Market value .....                                                                                                                                                                                    | 2a                         | 22197027021               |                          |
| b      | Actuarial value .....                                                                                                                                                                                 | 2b                         | 21193529390               |                          |
| 3      | Funding target/participant count breakdown                                                                                                                                                            | (1) Number of participants | (2) Vested Funding Target | (3) Total Funding Target |
| a      | For retired participants and beneficiaries receiving payment.....                                                                                                                                     | 72741                      | 11882788078               | 11882788078              |
| b      | For terminated vested participants.....                                                                                                                                                               | 19918                      | 834219429                 | 834219429                |
| c      | For active participants .....                                                                                                                                                                         | 44016                      | 6261579488                | 6873602107               |
| d      | Total.....                                                                                                                                                                                            | 136675                     | 18978586995               | 19590609614              |
| 4      | If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>                                                                                          |                            |                           |                          |
| a      | Funding target disregarding prescribed at-risk assumptions .....                                                                                                                                      | 4a                         |                           |                          |
| b      | Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor..... | 4b                         |                           |                          |
| 5      | Effective interest rate .....                                                                                                                                                                         | 5                          | 5.40 %                    |                          |
| 6      | Target normal cost.....                                                                                                                                                                               | 6                          | 214259900                 |                          |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                        |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
| Statement by Enrolled Actuary                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                        |
| To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan. |                                        |
| SIGN HERE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                        |
| Signature of actuary                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 08/02/2021                             |
| EMILY L. CARLSON                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Date                                   |
| Type or print name of actuary                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 20-06985                               |
| WILLIS TOWERS WATSON US LLC                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Most recent enrollment number          |
| Firm name                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 206-625-1125                           |
| 600 UNIVERSITY STREET<br>SUITE 3100<br>SEATTLE, WA 98101-1176                                                                                                                                                                                                                                                                                                                                                                                                                                           | Telephone number (including area code) |
| Address of the firm                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                        |

**Part II Beginning of Year Carryover and Prefunding Balances**

|                                                                                                                                                                      | (a) Carryover balance | (b) Prefunding balance |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|------------------------|
| <b>7</b> Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....                                                             | 914130377             | 0                      |
| <b>8</b> Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....                                                          | 242072644             | 0                      |
| <b>9</b> Amount remaining (line 7 minus line 8) .....                                                                                                                | 672057733             | 0                      |
| <b>10</b> Interest on line 9 using prior year's actual return of <u>20.32</u> % .....                                                                                | 136562131             | 0                      |
| <b>11</b> Prior year's excess contributions to be added to prefunding balance:                                                                                       |                       |                        |
| <b>a</b> Present value of excess contributions (line 38a from prior year) .....                                                                                      |                       | 1325160818             |
| <b>b(1)</b> Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.56</u> % ..... |                       | 60219702               |
| <b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....                                                                 |                       | 49189161               |
| <b>c</b> Total available at beginning of current plan year to add to prefunding balance .....                                                                        |                       | 1434569681             |
| <b>d</b> Portion of (c) to be added to prefunding balance .....                                                                                                      |                       | 1250000000             |
| <b>12</b> Other reductions in balances due to elections or deemed elections .....                                                                                    | 0                     | 0                      |
| <b>13</b> Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....                                                                         | 808619864             | 1250000000             |

**Part III Funding Percentages**

|                                                                                                                                                                            |           |          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------|
| <b>14</b> Funding target attainment percentage .....                                                                                                                       | <b>14</b> | 97.67 %  |
| <b>15</b> Adjusted funding target attainment percentage .....                                                                                                              | <b>15</b> | 101.04 % |
| <b>16</b> Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement ..... | <b>16</b> | 101.10 % |
| <b>17</b> If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....                                        | <b>17</b> | %        |

**Part IV Contributions and Liquidity Shortfalls****18** Contributions made to the plan for the plan year by employer(s) and employees:

| (a) Date<br>(MM-DD-YYYY) | (b) Amount paid by<br>employer(s) | (c) Amount paid by<br>employees | (a) Date<br>(MM-DD-YYYY) | (b) Amount paid by<br>employer(s) | (c) Amount paid by<br>employees |
|--------------------------|-----------------------------------|---------------------------------|--------------------------|-----------------------------------|---------------------------------|
| 11/10/2020               | 283999961                         | 0                               |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
| <b>Totals ▶</b>          |                                   |                                 | <b>18(b)</b>             | 283999961                         | <b>18(c)</b> 0                  |

**19** Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

|                                                                                                                         |            |           |
|-------------------------------------------------------------------------------------------------------------------------|------------|-----------|
| <b>a</b> Contributions allocated toward unpaid minimum required contributions from prior years. ....                    | <b>19a</b> | 0         |
| <b>b</b> Contributions made to avoid restrictions adjusted to valuation date .....                                      | <b>19b</b> | 0         |
| <b>c</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date ..... | <b>19c</b> | 271464738 |

**20** Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☒ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

| Liquidity shortfall as of end of quarter of this plan year |         |         |         |
|------------------------------------------------------------|---------|---------|---------|
| (1) 1st                                                    | (2) 2nd | (3) 3rd | (4) 4th |
| 0                                                          | 0       | 0       | 0       |

**Part V Assumptions Used to Determine Funding Target and Target Normal Cost****21** Discount rate:**a** Segment rates:1st segment:  
3.64 %2nd segment:  
5.21 %3rd segment:  
5.94 %☐ N/A, full yield curve used**b** Applicable month (enter code) .....**21b**

4

**22** Weighted average retirement age .....**22**

62

**23** Mortality table(s) (see instructions) ☐ Prescribed - combined☒ Prescribed - separate☐ Substitute**Part VI Miscellaneous Items****24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. .... ☒ Yes ☐ No**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. .... ☐ Yes ☒ No**26** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. .... ☒ Yes ☐ No**27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment. ....**27****Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years****28** Unpaid minimum required contributions for all prior years ..... **28** 0**29** Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a) ..... **29** 0**30** Remaining amount of unpaid minimum required contributions (line 28 minus line 29) ..... **30** 0**Part VIII Minimum Required Contribution For Current Year****31** Target normal cost and excess assets (see instructions):**a** Target normal cost (line 6) ..... **31a** 214259900**b** Excess assets, if applicable, but not greater than line 31a ..... **31b** 0**32** Amortization installments:**a** Net shortfall amortization installment ..... Outstanding Balance Installment 0 0**b** Waiver amortization installment ..... 0 0**33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_) and the waived amount ..... **33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) ..... **34** 214259900**35** Balances elected for use to offset funding requirement ..... Carryover balance Prefunding balance Total balance 192833912 0 192833912**36** Additional cash requirement (line 34 minus line 35) ..... **36** 21425988**37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) ..... **37** 271464738**38** Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36) ..... **38a** 250038750**b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances ..... **38b** 192833912**39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) ..... **39** 0**40** Unpaid minimum required contributions for all years ..... **40** 0**Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)****41** If an election was made to use PRA 2010 funding relief for this plan:**a** Schedule elected ..... ☐ 2 plus 7 years ☐ 15 years**b** Eligible plan year(s) for which the election in line 41a was made ..... ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

|                                                                                                                                                                                                                           |                                                                                                                                                                                                                        |                                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|
| <b>SCHEDULE C</b><br><b>(Form 5500)</b><br><br>Department of the Treasury<br>Internal Revenue Service<br><br>Department of Labor<br>Employee Benefits Security Administration<br><br>Pension Benefit Guaranty Corporation | <b>Service Provider Information</b><br><br>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).<br><br>▶ <b>File as an attachment to Form 5500.</b> | OMB No. 1210-0110                              |
|                                                                                                                                                                                                                           |                                                                                                                                                                                                                        | <b>2020</b>                                    |
|                                                                                                                                                                                                                           |                                                                                                                                                                                                                        | <b>This Form is Open to Public Inspection.</b> |

|                                                                                                               |                                                             |     |
|---------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|-----|
| For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020                    |                                                             |     |
| <b>A</b> Name of plan<br>THE BOEING COMPANY EMPLOYEE RETIREMENT PLAN                                          | <b>B</b> Three-digit plan number (PN) ▶                     | 001 |
|                                                                                                               |                                                             |     |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br>THE BOEING CO. AND CONSOLIDATED SUBSIDIARIES | <b>D</b> Employer Identification Number (EIN)<br>91-0425694 |     |

|               |                                                        |
|---------------|--------------------------------------------------------|
| <b>Part I</b> | <b>Service Provider Information (see instructions)</b> |
|---------------|--------------------------------------------------------|

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

**1 Information on Persons Receiving Only Eligible Indirect Compensation**

- a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . ☐ Yes ☒ No
- b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

|                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------|
| <b>(b)</b> Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation |
|                                                                                                                   |
| <b>(b)</b> Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation |
|                                                                                                                   |
| <b>(b)</b> Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation |
|                                                                                                                   |
| <b>(b)</b> Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation |
|                                                                                                                   |

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

CONDUENT HR SERVICES, LLC

20-2185976

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 15 38 64               | RECORD KEEPER                                                                                     | 6747934                                                                | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

(a) Enter name and EIN or address (see instructions)

THE BOEING CO AND CONSOLIDATED SUBS

91-0425694

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 10 14 28               | PLAN SPONSOR                                                                                      | 1121126                                                                | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

(a) Enter name and EIN or address (see instructions)

STATE STREET BANK AND TRUST

04-1867445

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 13 15 49 62            | SERVICE PROVIDER                                                                                  | 687368                                                                 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                                  | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                                                            | 0                                                                                                                                                                               | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

WILLIS TOWERS WATSON US LLC

53-0181291

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 11                     | SERVICE PROVIDER                                                                                  | 211110                                                                 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

(a) Enter name and EIN or address (see instructions)

DELOITTE & TOUCHE, LLP

13-3891517

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 10                     | AUDITOR                                                                                           | 102205                                                                 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

(a) Enter name and EIN or address (see instructions)

HERRONPALMER

46-5438594

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 16                     | SERVICE PROVIDER                                                                                  | 41673                                                                  | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FOLEY & LARDNER LLP

39-0473800

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 29                     | SERVICE PROVIDER                                                                                  | 22359                                                                  | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

(a) Enter name and EIN or address (see instructions)

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
|                        |                                                                                                   |                                                                        | Yes <input type="checkbox"/> No <input type="checkbox"/>                                             | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

(a) Enter name and EIN or address (see instructions)

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
|                        |                                                                                                   |                                                                        | Yes <input type="checkbox"/> No <input type="checkbox"/>                                             | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

**Part I Service Provider Information (continued)**

**3.** If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

| (a) Enter service provider name as it appears on line 2             | (b) Service Codes<br>(see instructions)                                                                                                                            | (c) Enter amount of indirect compensation |
|---------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|
|                                                                     |                                                                                                                                                                    |                                           |
| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |                                           |
|                                                                     |                                                                                                                                                                    |                                           |
| (a) Enter service provider name as it appears on line 2             | (b) Service Codes<br>(see instructions)                                                                                                                            | (c) Enter amount of indirect compensation |
|                                                                     |                                                                                                                                                                    |                                           |
| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |                                           |
|                                                                     |                                                                                                                                                                    |                                           |
| (a) Enter service provider name as it appears on line 2             | (b) Service Codes<br>(see instructions)                                                                                                                            | (c) Enter amount of indirect compensation |
|                                                                     |                                                                                                                                                                    |                                           |
| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |                                           |
|                                                                     |                                                                                                                                                                    |                                           |

**Part II Service Providers Who Fail or Refuse to Provide Information**

**4** Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|--------------------------------------------------------------------------|-------------------------------|-------------------------------------------------------------------------------------|
|                                                                          |                               |                                                                                     |
| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|                                                                          |                               |                                                                                     |
| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|                                                                          |                               |                                                                                     |
| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|                                                                          |                               |                                                                                     |
| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|                                                                          |                               |                                                                                     |
| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|                                                                          |                               |                                                                                     |

**Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)**  
(complete as many entries as needed)

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:



**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity  
code**e** Dollar value of interest in MTIA, CCT, PSA, or  
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity  
code**e** Dollar value of interest in MTIA, CCT, PSA, or  
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity  
code**e** Dollar value of interest in MTIA, CCT, PSA, or  
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity  
code**e** Dollar value of interest in MTIA, CCT, PSA, or  
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity  
code**e** Dollar value of interest in MTIA, CCT, PSA, or  
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity  
code**e** Dollar value of interest in MTIA, CCT, PSA, or  
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity  
code**e** Dollar value of interest in MTIA, CCT, PSA, or  
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity  
code**e** Dollar value of interest in MTIA, CCT, PSA, or  
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity  
code**e** Dollar value of interest in MTIA, CCT, PSA, or  
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity  
code**e** Dollar value of interest in MTIA, CCT, PSA, or  
103-12 IE at end of year (see instructions)

**Part II Information on Participating Plans (to be completed by DFEs)**

(Complete as many entries as needed to report all participating plans)

**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN

|                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                       |                                                                                                           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| <b>SCHEDULE G</b><br><b>(Form 5500)</b><br><small>Department of Treasury<br/>Internal Revenue Service</small><br><br><small>Department of Labor<br/>Employee Benefits Security Administration</small> | <b>Financial Transaction Schedules</b><br><br>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).<br><br><b>► File as an attachment to Form 5500.</b> | <small>OMB No. 1210-0110</small><br><br><b>2020</b><br><br><b>This Form is Open to Public Inspection.</b> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|

|                                                                                                                                                              |                                                                                              |                                      |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|--------------------------------------|
| For calendar plan year 2020 or fiscal plan year beginning <span style="color:blue;">01/01/2020</span> and ending <span style="color:blue;">12/31/2020</span> |                                                                                              |                                      |
| <b>A</b> Name of plan<br><span style="color:blue;">THE BOEING COMPANY EMPLOYEE RETIREMENT PLAN</span>                                                        | <b>B</b> Three-digit plan number (PN)                                                        | <span style="color:blue;">001</span> |
|                                                                                                                                                              |                                                                                              |                                      |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br><span style="color:blue;">THE BOEING CO. AND CONSOLIDATED SUBSIDIARIES</span>               | <b>D</b> Employer Identification Number (EIN)<br><span style="color:blue;">91-0425694</span> |                                      |

|               |                                                                                                                                                                                                                                                                                                                                                                      |
|---------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Part I</b> | <b>Schedule of Loans or Fixed Income Obligations in Default or Classified as Uncollectible</b><br>Complete as many entries as needed to report all loans or fixed income obligations in default or classified as uncollectible. Check box (a) if obligor is known to be a party in interest. Attach Overdue Loan Explanation for each loan listed. See Instructions. |
|---------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| (a)                      | (b) Identity and address of obligor | (c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |
|--------------------------|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> |                                     |                                                                                                                                                                                                                      |

|                             | Amount received during reporting year |              |                                   | Amount overdue |              |
|-----------------------------|---------------------------------------|--------------|-----------------------------------|----------------|--------------|
| (d) Original amount of loan | (e) Principal                         | (f) Interest | (g) Unpaid balance at end of year | (h) Principal  | (i) Interest |
|                             |                                       |              |                                   |                |              |

| (a)                      | (b) Identity and address of obligor | (c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |
|--------------------------|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> |                                     |                                                                                                                                                                                                                      |

|                             | Amount received during reporting year |              |                                   | Amount overdue |              |
|-----------------------------|---------------------------------------|--------------|-----------------------------------|----------------|--------------|
| (d) Original amount of loan | (e) Principal                         | (f) Interest | (g) Unpaid balance at end of year | (h) Principal  | (i) Interest |
|                             |                                       |              |                                   |                |              |

| (a)                      | (b) Identity and address of obligor | (c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |
|--------------------------|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> |                                     |                                                                                                                                                                                                                      |

|                             | Amount received during reporting year |              |                                   | Amount overdue |              |
|-----------------------------|---------------------------------------|--------------|-----------------------------------|----------------|--------------|
| (d) Original amount of loan | (e) Principal                         | (f) Interest | (g) Unpaid balance at end of year | (h) Principal  | (i) Interest |
|                             |                                       |              |                                   |                |              |

|                                    |                                            |                                                                                                                                                                                                                             |                                          |                      |                     |
|------------------------------------|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|----------------------|---------------------|
| <b>(a)</b>                         | <b>(b)</b> Identity and address of obligor | <b>(c)</b> Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |                                          |                      |                     |
| <input type="checkbox"/>           |                                            |                                                                                                                                                                                                                             |                                          |                      |                     |
|                                    |                                            | Amount received during reporting year                                                                                                                                                                                       |                                          | Amount overdue       |                     |
| <b>(d)</b> Original amount of loan | <b>(e)</b> Principal                       | <b>(f)</b> Interest                                                                                                                                                                                                         | <b>(g)</b> Unpaid balance at end of year | <b>(h)</b> Principal | <b>(i)</b> Interest |
|                                    |                                            |                                                                                                                                                                                                                             |                                          |                      |                     |

  

|                                    |                                            |                                                                                                                                                                                                                             |                                          |                      |                     |
|------------------------------------|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|----------------------|---------------------|
| <b>(a)</b>                         | <b>(b)</b> Identity and address of obligor | <b>(c)</b> Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |                                          |                      |                     |
| <input type="checkbox"/>           |                                            |                                                                                                                                                                                                                             |                                          |                      |                     |
|                                    |                                            | Amount received during reporting year                                                                                                                                                                                       |                                          | Amount overdue       |                     |
| <b>(d)</b> Original amount of loan | <b>(e)</b> Principal                       | <b>(f)</b> Interest                                                                                                                                                                                                         | <b>(g)</b> Unpaid balance at end of year | <b>(h)</b> Principal | <b>(i)</b> Interest |
|                                    |                                            |                                                                                                                                                                                                                             |                                          |                      |                     |

  

|                                    |                                            |                                                                                                                                                                                                                             |                                          |                      |                     |
|------------------------------------|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|----------------------|---------------------|
| <b>(a)</b>                         | <b>(b)</b> Identity and address of obligor | <b>(c)</b> Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |                                          |                      |                     |
| <input type="checkbox"/>           |                                            |                                                                                                                                                                                                                             |                                          |                      |                     |
|                                    |                                            | Amount received during reporting year                                                                                                                                                                                       |                                          | Amount overdue       |                     |
| <b>(d)</b> Original amount of loan | <b>(e)</b> Principal                       | <b>(f)</b> Interest                                                                                                                                                                                                         | <b>(g)</b> Unpaid balance at end of year | <b>(h)</b> Principal | <b>(i)</b> Interest |
|                                    |                                            |                                                                                                                                                                                                                             |                                          |                      |                     |

  

|                                    |                                            |                                                                                                                                                                                                                             |                                          |                      |                     |
|------------------------------------|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|----------------------|---------------------|
| <b>(a)</b>                         | <b>(b)</b> Identity and address of obligor | <b>(c)</b> Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |                                          |                      |                     |
| <input type="checkbox"/>           |                                            |                                                                                                                                                                                                                             |                                          |                      |                     |
|                                    |                                            | Amount received during reporting year                                                                                                                                                                                       |                                          | Amount overdue       |                     |
| <b>(d)</b> Original amount of loan | <b>(e)</b> Principal                       | <b>(f)</b> Interest                                                                                                                                                                                                         | <b>(g)</b> Unpaid balance at end of year | <b>(h)</b> Principal | <b>(i)</b> Interest |
|                                    |                                            |                                                                                                                                                                                                                             |                                          |                      |                     |

  

|                                    |                                            |                                                                                                                                                                                                                             |                                          |                      |                     |
|------------------------------------|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|----------------------|---------------------|
| <b>(a)</b>                         | <b>(b)</b> Identity and address of obligor | <b>(c)</b> Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |                                          |                      |                     |
| <input type="checkbox"/>           |                                            |                                                                                                                                                                                                                             |                                          |                      |                     |
|                                    |                                            | Amount received during reporting year                                                                                                                                                                                       |                                          | Amount overdue       |                     |
| <b>(d)</b> Original amount of loan | <b>(e)</b> Principal                       | <b>(f)</b> Interest                                                                                                                                                                                                         | <b>(g)</b> Unpaid balance at end of year | <b>(h)</b> Principal | <b>(i)</b> Interest |
|                                    |                                            |                                                                                                                                                                                                                             |                                          |                      |                     |

**Part II Schedule of Leases in Default or Classified as Uncollectible**

Complete as many entries as needed to report all leases in default or classified as uncollectible. Check box (a) if lessor or lessee is known to be a party in interest. Attach Overdue Lease Explanation for each lease listed. (See instructions)

| (a)                      | (b) Identity of lessor/lessee      | (c) Relationship to plan, employer, employee organization, or other party-in-interest | (d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased) |                  |                       |  |
|--------------------------|------------------------------------|---------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-----------------------|--|
| <input type="checkbox"/> |                                    |                                                                                       |                                                                                                                                                                                        |                  |                       |  |
| (e) Original cost        | (f) Current value at time of lease | (g) Gross rental receipts during the plan year                                        | (h) Expenses paid during the plan year                                                                                                                                                 | (i) Net receipts | (j) Amount in arrears |  |
|                          |                                    |                                                                                       |                                                                                                                                                                                        |                  |                       |  |

  

| (a)                      | (b) Identity of lessor/lessee      | (c) Relationship to plan, employer, employee organization, or other party-in-interest | (d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased) |                  |                       |  |
|--------------------------|------------------------------------|---------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-----------------------|--|
| <input type="checkbox"/> |                                    |                                                                                       |                                                                                                                                                                                        |                  |                       |  |
| (e) Original cost        | (f) Current value at time of lease | (g) Gross rental receipts during the plan year                                        | (h) Expenses paid during the plan year                                                                                                                                                 | (i) Net receipts | (j) Amount in arrears |  |
|                          |                                    |                                                                                       |                                                                                                                                                                                        |                  |                       |  |

  

| (a)                      | (b) Identity of lessor/lessee      | (c) Relationship to plan, employer, employee organization, or other party-in-interest | (d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased) |                  |                       |  |
|--------------------------|------------------------------------|---------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-----------------------|--|
| <input type="checkbox"/> |                                    |                                                                                       |                                                                                                                                                                                        |                  |                       |  |
| (e) Original cost        | (f) Current value at time of lease | (g) Gross rental receipts during the plan year                                        | (h) Expenses paid during the plan year                                                                                                                                                 | (i) Net receipts | (j) Amount in arrears |  |
|                          |                                    |                                                                                       |                                                                                                                                                                                        |                  |                       |  |

  

| (a)                      | (b) Identity of lessor/lessee      | (c) Relationship to plan, employer, employee organization, or other party-in-interest | (d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased) |                  |                       |  |
|--------------------------|------------------------------------|---------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-----------------------|--|
| <input type="checkbox"/> |                                    |                                                                                       |                                                                                                                                                                                        |                  |                       |  |
| (e) Original cost        | (f) Current value at time of lease | (g) Gross rental receipts during the plan year                                        | (h) Expenses paid during the plan year                                                                                                                                                 | (i) Net receipts | (j) Amount in arrears |  |
|                          |                                    |                                                                                       |                                                                                                                                                                                        |                  |                       |  |

  

| (a)                      | (b) Identity of lessor/lessee      | (c) Relationship to plan, employer, employee organization, or other party-in-interest | (d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased) |                  |                       |  |
|--------------------------|------------------------------------|---------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-----------------------|--|
| <input type="checkbox"/> |                                    |                                                                                       |                                                                                                                                                                                        |                  |                       |  |
| (e) Original cost        | (f) Current value at time of lease | (g) Gross rental receipts during the plan year                                        | (h) Expenses paid during the plan year                                                                                                                                                 | (i) Net receipts | (j) Amount in arrears |  |
|                          |                                    |                                                                                       |                                                                                                                                                                                        |                  |                       |  |

  

| (a)                      | (b) Identity of lessor/lessee      | (c) Relationship to plan, employer, employee organization, or other party-in-interest | (d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased) |                  |                       |  |
|--------------------------|------------------------------------|---------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-----------------------|--|
| <input type="checkbox"/> |                                    |                                                                                       |                                                                                                                                                                                        |                  |                       |  |
| (e) Original cost        | (f) Current value at time of lease | (g) Gross rental receipts during the plan year                                        | (h) Expenses paid during the plan year                                                                                                                                                 | (i) Net receipts | (j) Amount in arrears |  |
|                          |                                    |                                                                                       |                                                                                                                                                                                        |                  |                       |  |

**Part III Nonexempt Transactions**

Complete as many entries as needed to report all nonexempt transactions. **Caution:** If a nonexempt prohibited transaction occurred with respect to a disqualified person, file Form 5330 with the IRS to pay the excise tax on the transaction.

| (a) Identity of party involved | (b) Relationship to plan, employer, or other party-in-interest | (c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value | (d) Purchase price |
|--------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|--------------------|
| ERNST & YOUNG                  | SERVICE PROVIDER                                               | PLAN ASSETS WERE INADVERTENTLY USED TO MAKE AN OVERPAYMENT TO A THIRD-PARTY PROVIDER                        |                    |
| (e) Selling price              | (f) Lease rental                                               | (g) Transaction expenses                                                                                    | (h) Cost of asset  |
|                                |                                                                |                                                                                                             | 15787              |
|                                |                                                                |                                                                                                             | 15973              |
|                                |                                                                |                                                                                                             | 186                |
| (a) Identity of party involved | (b) Relationship to plan, employer, or other party-in-interest | (c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value | (d) Purchase price |
|                                |                                                                |                                                                                                             |                    |
| (e) Selling price              | (f) Lease rental                                               | (g) Transaction expenses                                                                                    | (h) Cost of asset  |
|                                |                                                                |                                                                                                             |                    |
| (i) Current value of asset     | (j) Net gain (or loss) on each transaction                     |                                                                                                             |                    |
|                                |                                                                |                                                                                                             |                    |
| (a) Identity of party involved | (b) Relationship to plan, employer, or other party-in-interest | (c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value | (d) Purchase price |
|                                |                                                                |                                                                                                             |                    |
| (e) Selling price              | (f) Lease rental                                               | (g) Transaction expenses                                                                                    | (h) Cost of asset  |
|                                |                                                                |                                                                                                             |                    |
| (i) Current value of asset     | (j) Net gain (or loss) on each transaction                     |                                                                                                             |                    |
|                                |                                                                |                                                                                                             |                    |
| (a) Identity of party involved | (b) Relationship to plan, employer, or other party-in-interest | (c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value | (d) Purchase price |
|                                |                                                                |                                                                                                             |                    |
| (e) Selling price              | (f) Lease rental                                               | (g) Transaction expenses                                                                                    | (h) Cost of asset  |
|                                |                                                                |                                                                                                             |                    |
| (i) Current value of asset     | (j) Net gain (or loss) on each transaction                     |                                                                                                             |                    |
|                                |                                                                |                                                                                                             |                    |
| (a) Identity of party involved | (b) Relationship to plan, employer, or other party-in-interest | (c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value | (d) Purchase price |
|                                |                                                                |                                                                                                             |                    |
| (e) Selling price              | (f) Lease rental                                               | (g) Transaction expenses                                                                                    | (h) Cost of asset  |
|                                |                                                                |                                                                                                             |                    |
| (i) Current value of asset     | (j) Net gain (or loss) on each transaction                     |                                                                                                             |                    |
|                                |                                                                |                                                                                                             |                    |
| (a) Identity of party involved | (b) Relationship to plan, employer, or other party-in-interest | (c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value | (d) Purchase price |
|                                |                                                                |                                                                                                             |                    |
| (e) Selling price              | (f) Lease rental                                               | (g) Transaction expenses                                                                                    | (h) Cost of asset  |
|                                |                                                                |                                                                                                             |                    |
| (i) Current value of asset     | (j) Net gain (or loss) on each transaction                     |                                                                                                             |                    |
|                                |                                                                |                                                                                                             |                    |

|                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                              |                                                                                                          |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| <b>SCHEDULE H</b><br><b>(Form 5500)</b><br><br><small>Department of the Treasury<br/>Internal Revenue Service</small><br><br><small>Department of Labor<br/>Employee Benefits Security Administration</small><br><br><small>Pension Benefit Guaranty Corporation</small> | <b>Financial Information</b><br><br>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).<br><br><b>► File as an attachment to Form 5500.</b> | <small>OMB No. 1210-0110</small><br><br><b>2020</b><br><br><b>This Form is Open to Public Inspection</b> |
| For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>                                                                                                                                                                 |                                                                                                                                                                                                                                                                              |                                                                                                          |
| <b>A</b> Name of plan<br><br><u>THE BOEING COMPANY EMPLOYEE RETIREMENT PLAN</u>                                                                                                                                                                                          | <b>B</b> Three-digit plan number (PN) <span style="float:right;">►</span>                                                                                                                                                                                                    | <u>001</u>                                                                                               |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br><br><u>THE BOEING CO. AND CONSOLIDATED SUBSIDIARIES</u>                                                                                                                                                 | <b>D</b> Employer Identification Number (EIN)<br><br><u>91-0425694</u>                                                                                                                                                                                                       |                                                                                                          |

| Part I Asset and Liability Statement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                 |                       |                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-----------------------|-----------------|
| <b>1</b> Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. <b>Round off amounts to the nearest dollar.</b> MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions. |                 |                       |                 |
| Assets                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                 | (a) Beginning of Year | (b) End of Year |
| <b>a</b> Total noninterest-bearing cash.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>1a</b>       |                       |                 |
| <b>b</b> Receivables (less allowance for doubtful accounts):                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                 |                       |                 |
| <b>(1)</b> Employer contributions .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>1b(1)</b>    |                       |                 |
| <b>(2)</b> Participant contributions.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>1b(2)</b>    |                       |                 |
| <b>(3)</b> Other .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>1b(3)</b>    | 832089                | 60798088        |
| <b>c</b> General investments:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                 |                       |                 |
| <b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>1c(1)</b>    |                       |                 |
| <b>(2)</b> U.S. Government securities .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>1c(2)</b>    |                       |                 |
| <b>(3)</b> Corporate debt instruments (other than employer securities):                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                 |                       |                 |
| <b>(A)</b> Preferred .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>1c(3)(A)</b> |                       |                 |
| <b>(B)</b> All other .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>1c(3)(B)</b> |                       |                 |
| <b>(4)</b> Corporate stocks (other than employer securities):                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                 |                       |                 |
| <b>(A)</b> Preferred .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>1c(4)(A)</b> |                       |                 |
| <b>(B)</b> Common .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>1c(4)(B)</b> |                       |                 |
| <b>(5)</b> Partnership/joint venture interests .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>1c(5)</b>    |                       |                 |
| <b>(6)</b> Real estate (other than employer real property) .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>1c(6)</b>    |                       |                 |
| <b>(7)</b> Loans (other than to participants) .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>1c(7)</b>    |                       |                 |
| <b>(8)</b> Participant loans .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>1c(8)</b>    |                       |                 |
| <b>(9)</b> Value of interest in common/collective trusts .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>1c(9)</b>    |                       |                 |
| <b>(10)</b> Value of interest in pooled separate accounts .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>1c(10)</b>   |                       |                 |
| <b>(11)</b> Value of interest in master trust investment accounts .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>1c(11)</b>   | 20799444159           | 24013491005     |
| <b>(12)</b> Value of interest in 103-12 investment entities .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>1c(12)</b>   |                       |                 |
| <b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>1c(13)</b>   |                       |                 |
| <b>(14)</b> Value of funds held in insurance company general account (unallocated contracts).....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>1c(14)</b>   |                       |                 |
| <b>(15)</b> Other.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>1c(15)</b>   |                       |                 |

|                    |                                                                  | (a) Beginning of Year | (b) End of Year         |
|--------------------|------------------------------------------------------------------|-----------------------|-------------------------|
| <b>1d</b>          | Employer-related investments:                                    |                       |                         |
| (1)                | Employer securities.....                                         | <b>1d(1)</b>          |                         |
| (2)                | Employer real property.....                                      | <b>1d(2)</b>          |                         |
| <b>e</b>           | Buildings and other property used in plan operation .....        | <b>1e</b>             |                         |
| <b>f</b>           | Total assets (add all amounts in lines 1a through 1e) .....      | <b>1f</b>             | 20800276248 24074289093 |
| <b>Liabilities</b> |                                                                  |                       |                         |
| <b>g</b>           | Benefit claims payable .....                                     | <b>1g</b>             |                         |
| <b>h</b>           | Operating payables .....                                         | <b>1h</b>             | 2088986 1634850         |
| <b>i</b>           | Acquisition indebtedness.....                                    | <b>1i</b>             |                         |
| <b>j</b>           | Other liabilities.....                                           | <b>1j</b>             |                         |
| <b>k</b>           | Total liabilities (add all amounts in lines 1g through 1j) ..... | <b>1k</b>             | 2088986 1634850         |
| <b>Net Assets</b>  |                                                                  |                       |                         |
| <b>l</b>           | Net assets (subtract line 1k from line 1f) .....                 | <b>1l</b>             | 20798187262 24072654243 |

**Part II Income and Expense Statement**

**2** Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

|               |                                                                                                        | (a) Amount      | (b) Total  |
|---------------|--------------------------------------------------------------------------------------------------------|-----------------|------------|
| <b>Income</b> |                                                                                                        |                 |            |
| <b>a</b>      | <b>Contributions:</b>                                                                                  |                 |            |
| (1)           | Received or receivable in cash from: <b>(A)</b> Employers .....                                        | <b>2a(1)(A)</b> | 1748999961 |
|               | <b>(B)</b> Participants .....                                                                          | <b>2a(1)(B)</b> |            |
|               | <b>(C)</b> Others (including rollovers).....                                                           | <b>2a(1)(C)</b> |            |
| (2)           | Noncash contributions .....                                                                            | <b>2a(2)</b>    |            |
| (3)           | Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> ..... | <b>2a(3)</b>    | 1748999961 |
| <b>b</b>      | <b>Earnings on investments:</b>                                                                        |                 |            |
| (1)           | Interest:                                                                                              |                 |            |
|               | <b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....    | <b>2b(1)(A)</b> |            |
|               | <b>(B)</b> U.S. Government securities .....                                                            | <b>2b(1)(B)</b> |            |
|               | <b>(C)</b> Corporate debt instruments .....                                                            | <b>2b(1)(C)</b> |            |
|               | <b>(D)</b> Loans (other than to participants) .....                                                    | <b>2b(1)(D)</b> |            |
|               | <b>(E)</b> Participant loans.....                                                                      | <b>2b(1)(E)</b> |            |
|               | <b>(F)</b> Other .....                                                                                 | <b>2b(1)(F)</b> |            |
|               | <b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....                          | <b>2b(1)(G)</b> | 0          |
| (2)           | Dividends: <b>(A)</b> Preferred stock.....                                                             | <b>2b(2)(A)</b> |            |
|               | <b>(B)</b> Common stock .....                                                                          | <b>2b(2)(B)</b> |            |
|               | <b>(C)</b> Registered investment company shares (e.g. mutual funds).....                               | <b>2b(2)(C)</b> |            |
|               | <b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....              | <b>2b(2)(D)</b> | 0          |
| (3)           | Rents .....                                                                                            | <b>2b(3)</b>    |            |
| (4)           | Net gain (loss) on sale of assets: <b>(A)</b> Aggregate proceeds .....                                 | <b>2b(4)(A)</b> |            |
|               | <b>(B)</b> Aggregate carrying amount (see instructions).....                                           | <b>2b(4)(B)</b> |            |
|               | <b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result .....              | <b>2b(4)(C)</b> | 0          |
| (5)           | Unrealized appreciation (depreciation) of assets: <b>(A)</b> Real estate .....                         | <b>2b(5)(A)</b> |            |
|               | <b>(B)</b> Other .....                                                                                 | <b>2b(5)(B)</b> |            |
|               | <b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....     | <b>2b(5)(C)</b> | 0          |

|                                                                                                 |        | (a) Amount | (b) Total  |
|-------------------------------------------------------------------------------------------------|--------|------------|------------|
| (6) Net investment gain (loss) from common/collective trusts.....                               | 2b(6)  |            |            |
| (7) Net investment gain (loss) from pooled separate accounts.....                               | 2b(7)  |            |            |
| (8) Net investment gain (loss) from master trust investment accounts .....                      | 2b(8)  |            | 3415590658 |
| (9) Net investment gain (loss) from 103-12 investment entities .....                            | 2b(9)  |            |            |
| (10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) ..... | 2b(10) |            |            |
| c Other income .....                                                                            | 2c     |            |            |
| d Total income. Add all <b>income</b> amounts in column (b) and enter total.....                | 2d     |            | 5164590619 |

**Expenses****e** Benefit payment and payments to provide benefits:

|                                                                                     |       |            |            |
|-------------------------------------------------------------------------------------|-------|------------|------------|
| (1) Directly to participants or beneficiaries, including direct rollovers.....      | 2e(1) | 1870154249 |            |
| (2) To insurance carriers for the provision of benefits .....                       | 2e(2) |            |            |
| (3) Other.....                                                                      | 2e(3) |            |            |
| (4) Total benefit payments. Add lines 2e(1) through (3) .....                       | 2e(4) |            | 1870154249 |
| f Corrective distributions (see instructions) .....                                 | 2f    |            |            |
| g Certain deemed distributions of participant loans (see instructions).....         | 2g    |            |            |
| h Interest expense.....                                                             | 2h    |            |            |
| i Administrative expenses: (1) Professional fees .....                              | 2i(1) | 179677     |            |
| (2) Contract administrator fees .....                                               | 2i(2) | 7435302    |            |
| (3) Investment advisory and management fees .....                                   | 2i(3) | 1203848    |            |
| (4) Other.....                                                                      | 2i(4) | 11150562   |            |
| (5) Total administrative expenses. Add lines 2i(1) through (4) .....                | 2i(5) |            | 19969389   |
| j Total expenses. Add all <b>expense</b> amounts in column (b) and enter total..... | 2j    |            | 1890123638 |

**Net Income and Reconciliation**

|                                                          |       |  |            |
|----------------------------------------------------------|-------|--|------------|
| k Net income (loss). Subtract line 2j from line 2d ..... | 2k    |  | 3274466981 |
| l Transfers of assets:                                   |       |  |            |
| (1) To this plan.....                                    | 2l(1) |  |            |
| (2) From this plan .....                                 | 2l(2) |  |            |

**Part III Accountant's Opinion**

**3** Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

**a** The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

**b** Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☐ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☒ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

**c** Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **DELOITTE & TOUCHE, LLP**

(2) EIN: **13-3891517**

**d** The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

**Part IV Compliance Questions**

**4** CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

**a** Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.) .....

|    | Yes | No | Amount |
|----|-----|----|--------|
| 4a |     | X  |        |

|                                                                                                                                                                                                                                                                                                                                                                                                                      | Yes                 | No                 | Amount   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|--------------------|----------|
| <b>b</b> Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.) .....                                                                                                     |                     |                    |          |
| <b>4b</b>                                                                                                                                                                                                                                                                                                                                                                                                            |                     | X                  |          |
| <b>c</b> Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.) .....                                                                                                                                                                                                                                 |                     |                    |          |
| <b>4c</b>                                                                                                                                                                                                                                                                                                                                                                                                            |                     | X                  |          |
| <b>d</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.) .....                                                                                                                                                                                                                      |                     |                    |          |
| <b>4d</b>                                                                                                                                                                                                                                                                                                                                                                                                            | X                   |                    | 15973    |
| <b>e</b> Was this plan covered by a fidelity bond? .....                                                                                                                                                                                                                                                                                                                                                             |                     |                    |          |
| <b>4e</b>                                                                                                                                                                                                                                                                                                                                                                                                            | X                   |                    | 85000000 |
| <b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? .....                                                                                                                                                                                                                                                                              |                     |                    |          |
| <b>4f</b>                                                                                                                                                                                                                                                                                                                                                                                                            |                     | X                  |          |
| <b>g</b> Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser? .....                                                                                                                                                                                                                                           |                     |                    |          |
| <b>4g</b>                                                                                                                                                                                                                                                                                                                                                                                                            |                     | X                  |          |
| <b>h</b> Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser? .....                                                                                                                                                                                                                                 |                     |                    |          |
| <b>4h</b>                                                                                                                                                                                                                                                                                                                                                                                                            |                     | X                  |          |
| <b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.) .....                                                                                                                                                                                                                                                       |                     |                    |          |
| <b>4i</b>                                                                                                                                                                                                                                                                                                                                                                                                            |                     | X                  |          |
| <b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.) .....                                                                                                                                                                                         |                     |                    |          |
| <b>4j</b>                                                                                                                                                                                                                                                                                                                                                                                                            |                     | X                  |          |
| <b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? .....                                                                                                                                                                                                                                                  |                     |                    |          |
| <b>4k</b>                                                                                                                                                                                                                                                                                                                                                                                                            |                     | X                  |          |
| <b>l</b> Has the plan failed to provide any benefit when due under the plan? .....                                                                                                                                                                                                                                                                                                                                   |                     |                    |          |
| <b>4l</b>                                                                                                                                                                                                                                                                                                                                                                                                            |                     | X                  |          |
| <b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) .....                                                                                                                                                                                                                                                                                         |                     |                    |          |
| <b>4m</b>                                                                                                                                                                                                                                                                                                                                                                                                            |                     | X                  |          |
| <b>n</b> If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3. ....                                                                                                                                                                                                                             |                     |                    |          |
| <b>4n</b>                                                                                                                                                                                                                                                                                                                                                                                                            |                     |                    |          |
| <b>5a</b> Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br>If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.                                                                                                                                  |                     |                    |          |
| <b>5b</b> If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)                                                                                                                                                                                                         |                     |                    |          |
| <b>5b(1)</b> Name of plan(s)                                                                                                                                                                                                                                                                                                                                                                                         | <b>5b(2)</b> EIN(s) | <b>5b(3)</b> PN(s) |          |
|                                                                                                                                                                                                                                                                                                                                                                                                                      |                     |                    |          |
|                                                                                                                                                                                                                                                                                                                                                                                                                      |                     |                    |          |
|                                                                                                                                                                                                                                                                                                                                                                                                                      |                     |                    |          |
|                                                                                                                                                                                                                                                                                                                                                                                                                      |                     |                    |          |
| <b>5c</b> Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not determined<br>If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year <u>4341482</u> . |                     |                    |          |

|                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| <div>SCHEDULE R<br/>(Form 5500)<br/><br/>Department of the Treasury<br/>Internal Revenue Service<br/><br/>Department of Labor<br/>Employee Benefits Security Administration<br/><br/>Pension Benefit Guaranty Corporation</div>                                                                                                                                       | <div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div> | <div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection.</div> |
| For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| A Name of plan<br>THE BOEING COMPANY EMPLOYEE RETIREMENT PLAN                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                  | B Three-digit plan number (PN) ▶ 001                                                            |
| C Plan sponsor's name as shown on line 2a of Form 5500<br>THE BOEING CO. AND CONSOLIDATED SUBSIDIARIES                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                  | D Employer Identification Number (EIN)<br>91-0425694                                            |
| Part I                                                                                                                                                                                                                                                                                                                                                                | Distributions                                                                                                                                                                                                                                                                                    |                                                                                                 |
| All references to distributions relate only to payments of benefits during the plan year.                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| 1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                  | 1 0                                                                                             |
| 2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):<br><br>EIN(s): 04-3581074                                                                                                                  |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| 3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year .....                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                  | 3 1373                                                                                          |
| Part II                                                                                                                                                                                                                                                                                                                                                               | Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)                                                                                                                           |                                                                                                 |
| 4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A<br>If the plan is a defined benefit plan, go to line 8.                                                                                                |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| 5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____<br>If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.                  |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| 6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                  | 6a                                                                                              |
| b Enter the amount contributed by the employer to the plan for this plan year .....                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                  | 6b                                                                                              |
| c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                  | 6c                                                                                              |
| If you completed line 6c, skip lines 8 and 9.                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| 7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| 8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| Part III                                                                                                                                                                                                                                                                                                                                                              | Amendments                                                                                                                                                                                                                                                                                       |                                                                                                 |
| 9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... <input checked="" type="checkbox"/> Increase <input type="checkbox"/> Decrease <input type="checkbox"/> Both <input type="checkbox"/> No          |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| Part IV                                                                                                                                                                                                                                                                                                                                                               | ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.                                                                                                                                                       |                                                                                                 |
| 10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... <input type="checkbox"/> Yes <input type="checkbox"/> No                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| 11 a Does the ESOP hold any preferred stock? ..... <input type="checkbox"/> Yes <input type="checkbox"/> No                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... <input type="checkbox"/> Yes <input type="checkbox"/> No                                                                                                                        |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| 12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... <input type="checkbox"/> Yes <input type="checkbox"/> No                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| For Paperwork Reduction Act Notice, see the Instructions for Form 5500.                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| Schedule R (Form 5500) 2020 v. 200204                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                  |                                                                                                 |

**Part V Additional Information for Multiemployer Defined Benefit Pension Plans**

**13** Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): \_\_\_\_\_

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): \_\_\_\_\_

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): \_\_\_\_\_

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): \_\_\_\_\_

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): \_\_\_\_\_

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): \_\_\_\_\_

|                                                                                                                                                                                                                                                                                                                                 |            |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|--|
| <b>14</b> Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:                                                                                                            |            |  |
| <b>a</b> The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment)..... | <b>14a</b> |  |
| <b>b</b> The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....                                                                                                 | <b>14b</b> |  |
| <b>c</b> The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....                                                                                                                            | <b>14c</b> |  |
| <b>15</b> Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:                                                                                                                                          |            |  |
| <b>a</b> The corresponding number for the plan year immediately preceding the current plan year.....                                                                                                                                                                                                                            | <b>15a</b> |  |
| <b>b</b> The corresponding number for the second preceding plan year.....                                                                                                                                                                                                                                                       | <b>15b</b> |  |
| <b>16</b> Information with respect to any employers who withdrew from the plan during the preceding plan year:                                                                                                                                                                                                                  |            |  |
| <b>a</b> Enter the number of employers who withdrew during the preceding plan year.....                                                                                                                                                                                                                                         | <b>16a</b> |  |
| <b>b</b> If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....                                                                                                                                                           | <b>16b</b> |  |
| <b>17</b> If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. .... <input type="checkbox"/>                                                                  |            |  |

**Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans**

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐
- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)
- a** Enter the percentage of plan assets held as:  
 Stock: 31.0 % Investment-Grade Debt: 30.0 % High-Yield Debt: 1.0 % Real Estate: 3.0 % Other: 35.0 %
- b** Provide the average duration of the combined investment-grade and high-yield debt:  
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☒ 15-18 years ☐ 18-21 years ☐ 21 years or more
- c** What duration measure was used to calculate line 19(b)?  
☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):
- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.
- a** Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No
- b** If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:  
☐ Yes.  
☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.  
☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.  
☐ No. Other. Provide explanation \_\_\_\_\_

# The Boeing Company Employee Retirement Plans

Financial Report  
December 31, 2020

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

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NOTE: All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

## **INDEPENDENT AUDITORS' REPORT**

To the Employee Benefit Plans Committee of  
The Boeing Company  
Chicago, Illinois

We have audited the accompanying financial statements of The Boeing Company Employee Retirement Plan, Boeing North American Retirement Plan, BSS Retirement Plan, BSS Retirement Plan for Bargained Employees, Employee Retirement Income Plan - Hourly East, Employee Retirement Income Plan - Hourly West, Non-Contributory Retirement Plan, and The Pension Value Plan for Employees of The Boeing Company (collectively, the "Plans"), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

### **Management's Responsibility for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### **Auditors' Responsibility**

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Plans' preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plans' internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Opinion**

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plans as of December 31, 2020, and the changes therein for the year then ended and their financial status as of December 31, 2019, and the changes therein for the year then ended in accordance with accounting principles generally accepted in the United States of America.

## **Report on Supplemental Schedules**

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules listed in the table of contents are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. These schedules are the responsibility of the Plans' management and were derived from and relate directly to the underlying accounting and other records used to prepare the financial statements. These schedules have been subjected to the auditing procedures applied in our audits of the financial statements and certain additional procedures, including comparing and reconciling such schedules directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, such schedules are fairly stated in all material respects in relation to the financial statements as a whole.

*Deloitte & Touche LLP*

July 23, 2021

THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS  
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

| December 31, 2020                                    |                                                   |                                          |                                |                                                |                                                     |                                                     |                                     |                                                                  |                                 |
|------------------------------------------------------|---------------------------------------------------|------------------------------------------|--------------------------------|------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-------------------------------------|------------------------------------------------------------------|---------------------------------|
|                                                      | The Boeing Company<br>Employee Retirement<br>Plan | Boeing North American<br>Retirement Plan | BSS Retirement Plan            | BSS Retirement Plan for<br>Bargained Employees | Employee Retirement<br>Income Plan - Hourly<br>East | Employee Retirement<br>Income Plan - Hourly<br>West | Non-Contributory<br>Retirement Plan | The Pension Value Plan<br>for Employees of The<br>Boeing Company | Total<br>(Memorandum Only)      |
| <b>Assets</b>                                        |                                                   |                                          |                                |                                                |                                                     |                                                     |                                     |                                                                  |                                 |
| Investments at fair value - Interest in Master Trust | \$ 24,013,491,005                                 | \$ 3,565,970,982                         | \$ 1,029,298,391               | \$ 206,305,644                                 | \$ 1,969,454,700                                    | \$ 2,379,637,643                                    | \$ 756,721,558                      | \$ 34,616,653,615                                                | \$ 68,537,533,538               |
| Receivables - other                                  | <u>60,798,088</u>                                 | <u>973,542</u>                           | <u>807,740</u>                 | <u>28,640</u>                                  | <u>613,896</u>                                      | <u>200,210</u>                                      | <u>85,446</u>                       | <u>2,001,352</u>                                                 | <u>65,508,914</u>               |
| Total assets                                         | 24,074,289,093                                    | 3,566,944,524                            | 1,030,106,131                  | 206,334,284                                    | 1,970,068,596                                       | 2,379,837,853                                       | 756,807,004                         | 34,618,654,967                                                   | 68,603,042,452                  |
| <b>Liabilities</b> - Accrued administrative expenses | <u>1,634,850</u>                                  | <u>406,191</u>                           | <u>96,074</u>                  | <u>28,155</u>                                  | <u>188,952</u>                                      | <u>223,960</u>                                      | <u>61,987</u>                       | <u>2,153,421</u>                                                 | <u>4,793,590</u>                |
| <b>Net Assets Available for Benefits</b>             | <u><u>\$ 24,072,654,243</u></u>                   | <u><u>\$ 3,566,538,333</u></u>           | <u><u>\$ 1,030,010,057</u></u> | <u><u>\$ 206,306,129</u></u>                   | <u><u>\$ 1,969,879,644</u></u>                      | <u><u>\$ 2,379,613,893</u></u>                      | <u><u>\$ 756,745,017</u></u>        | <u><u>\$ 34,616,501,546</u></u>                                  | <u><u>\$ 68,598,248,862</u></u> |

| December 31, 2019                                    |                                                   |                                          |                                |                                                |                                                     |                                                     |                                     |                                                                  |                                 |
|------------------------------------------------------|---------------------------------------------------|------------------------------------------|--------------------------------|------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-------------------------------------|------------------------------------------------------------------|---------------------------------|
|                                                      | The Boeing Company<br>Employee Retirement<br>Plan | Boeing North American<br>Retirement Plan | BSS Retirement Plan            | BSS Retirement Plan for<br>Bargained Employees | Employee Retirement<br>Income Plan - Hourly<br>East | Employee Retirement<br>Income Plan - Hourly<br>West | Non-Contributory<br>Retirement Plan | The Pension Value Plan<br>for Employees of The<br>Boeing Company | Total<br>(Memorandum Only)      |
| <b>Assets</b>                                        |                                                   |                                          |                                |                                                |                                                     |                                                     |                                     |                                                                  |                                 |
| Investments at fair value - Interest in Master Trust | \$ 20,799,444,159                                 | \$ 3,361,317,191                         | \$ 1,144,417,199               | \$ 218,403,870                                 | \$ 1,804,514,029                                    | \$ 2,164,016,418                                    | \$ 682,027,368                      | \$ 30,947,705,276                                                | \$ 61,121,845,510               |
| Receivables - other                                  | <u>832,089</u>                                    | <u>814,869</u>                           | <u>758,929</u>                 | <u>35,362</u>                                  | <u>125,797</u>                                      | <u>204,084</u>                                      | <u>66,725</u>                       | <u>2,034,105</u>                                                 | <u>4,871,960</u>                |
| Total assets                                         | 20,800,276,248                                    | 3,362,132,060                            | 1,145,176,128                  | 218,439,232                                    | 1,804,639,826                                       | 2,164,220,502                                       | 682,094,093                         | 30,949,739,381                                                   | 61,126,717,470                  |
| <b>Liabilities</b> - Accrued administrative expenses | <u>2,088,986</u>                                  | <u>535,629</u>                           | <u>144,191</u>                 | <u>39,455</u>                                  | <u>242,747</u>                                      | <u>313,215</u>                                      | <u>73,751</u>                       | <u>2,900,252</u>                                                 | <u>6,338,226</u>                |
| <b>Net Assets Available for Benefits</b>             | <u><u>\$ 20,798,187,262</u></u>                   | <u><u>\$ 3,361,596,431</u></u>           | <u><u>\$ 1,145,031,937</u></u> | <u><u>\$ 218,399,777</u></u>                   | <u><u>\$ 1,804,397,079</u></u>                      | <u><u>\$ 2,163,907,287</u></u>                      | <u><u>\$ 682,020,342</u></u>        | <u><u>\$ 30,946,839,129</u></u>                                  | <u><u>\$ 61,120,379,244</u></u> |

See Notes to Financial Statements.

THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS  
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

| Year Ended December 31, 2020                            |                                                |                                          |                         |                                                |                                                  |                                                  |                                     |                                                                  |                            |
|---------------------------------------------------------|------------------------------------------------|------------------------------------------|-------------------------|------------------------------------------------|--------------------------------------------------|--------------------------------------------------|-------------------------------------|------------------------------------------------------------------|----------------------------|
|                                                         | The Boeing Company<br>Employee Retirement Plan | Boeing North American<br>Retirement Plan | BSS Retirement Plan     | BSS Retirement Plan for<br>Bargained Employees | Employee Retirement Income<br>Plan - Hourly East | Employee Retirement Income<br>Plan - Hourly West | Non-Contributory Retirement<br>Plan | The Pension Value Plan for<br>Employees of The Boeing<br>Company | Total<br>(Memorandum Only) |
| <b>Additions</b>                                        |                                                |                                          |                         |                                                |                                                  |                                                  |                                     |                                                                  |                            |
| Net investment income from Master Trust                 | \$ 3,415,590,658                               | \$ 523,973,012                           | \$ 155,013,093          | \$ 30,808,717                                  | \$ 288,058,368                                   | \$ 348,513,348                                   | \$ 110,236,909                      | \$ 5,005,367,808                                                 | \$ 9,877,561,913           |
| Employer contributions                                  | 1,748,999,961                                  | -                                        | -                       | -                                              | 15,000,000                                       | -                                                | 3,000,000                           | 1,216,499,973                                                    | 2,983,499,934              |
| Purchase of annuity contracts - net                     | -                                              | 1,827,193                                | -                       | -                                              | -                                                | -                                                | -                                   | 7,499,167                                                        | 9,326,360                  |
| Total additions                                         | 5,164,590,619                                  | 525,800,205                              | 155,013,093             | 30,808,717                                     | 303,058,368                                      | 348,513,348                                      | 113,236,909                         | 6,229,366,948                                                    | 12,870,388,207             |
| <b>Deductions</b>                                       |                                                |                                          |                         |                                                |                                                  |                                                  |                                     |                                                                  |                            |
| Benefits paid directly to participants or beneficiaries | (1,870,154,249)                                | (312,949,939)                            | (268,865,653)           | (42,456,809)                                   | (123,519,595)                                    | (129,388,884)                                    | (37,784,698)                        | (2,437,459,342)                                                  | (5,222,579,169)            |
| Administrative expenses                                 | (19,969,389)                                   | (5,926,804)                              | (727,564)               | (440,551)                                      | (2,369,432)                                      | (3,417,858)                                      | (727,536)                           | (95,812,177)                                                     | (129,391,311)              |
| Total deductions                                        | (1,890,123,638)                                | (318,876,743)                            | (269,593,217)           | (42,897,360)                                   | (125,889,027)                                    | (132,806,742)                                    | (38,512,234)                        | (2,533,271,519)                                                  | (5,351,970,480)            |
| Asset Transfer Out to Insurance Carriers - Net          | -                                              | (1,981,560)                              | (441,756)               | (5,005)                                        | (11,686,776)                                     | -                                                | -                                   | (26,433,012)                                                     | (40,548,109)               |
| Net Increase/Decrease                                   | 3,274,466,981                                  | 204,941,902                              | (115,021,880)           | (12,093,648)                                   | 165,482,565                                      | 215,706,606                                      | 74,724,675                          | 3,669,662,417                                                    | 7,477,869,618              |
| Net Assets Available for Benefits - Beginning of year   | 20,798,187,262                                 | 3,361,596,431                            | 1,145,031,937           | 218,399,777                                    | 1,804,397,079                                    | 2,163,907,287                                    | 682,020,342                         | 30,946,839,129                                                   | 61,120,379,244             |
| Net Assets Available for Benefits - End of year         | <u>\$ 24,072,654,243</u>                       | <u>\$ 3,566,538,333</u>                  | <u>\$ 1,030,010,057</u> | <u>\$ 206,306,129</u>                          | <u>\$ 1,969,879,644</u>                          | <u>\$ 2,379,613,893</u>                          | <u>\$ 756,745,017</u>               | <u>\$ 34,616,501,546</u>                                         | <u>\$ 68,598,248,862</u>   |

| Year Ended December 31, 2019                            |                                                |                                          |                         |                                                |                                                  |                                                  |                                     |                                                                  |                            |
|---------------------------------------------------------|------------------------------------------------|------------------------------------------|-------------------------|------------------------------------------------|--------------------------------------------------|--------------------------------------------------|-------------------------------------|------------------------------------------------------------------|----------------------------|
|                                                         | The Boeing Company<br>Employee Retirement Plan | Boeing North American<br>Retirement Plan | BSS Retirement Plan     | BSS Retirement Plan for<br>Bargained Employees | Employee Retirement Income<br>Plan - Hourly East | Employee Retirement Income<br>Plan - Hourly West | Non-Contributory Retirement<br>Plan | The Pension Value Plan for<br>Employees of The Boeing<br>Company | Total<br>(Memorandum Only) |
| <b>Additions</b>                                        |                                                |                                          |                         |                                                |                                                  |                                                  |                                     |                                                                  |                            |
| Net investment income from Master Trust                 | \$ 3,647,957,981                               | \$ 611,411,422                           | \$ 220,973,454          | \$ 41,199,179                                  | \$ 317,086,965                                   | \$ 379,699,957                                   | \$ 119,173,986                      | \$ 5,520,472,297                                                 | \$ 10,857,975,241          |
| Employer contributions                                  | -                                              | -                                        | -                       | -                                              | -                                                | -                                                | -                                   | -                                                                | -                          |
| Total additions                                         | 3,647,957,981                                  | 611,411,422                              | 220,973,454             | 41,199,179                                     | 317,086,965                                      | 379,699,957                                      | 119,173,986                         | 5,520,472,297                                                    | 10,857,975,241             |
| <b>Deductions</b>                                       |                                                |                                          |                         |                                                |                                                  |                                                  |                                     |                                                                  |                            |
| Benefits paid directly to participants or beneficiaries | (1,516,737,221)                                | (315,445,023)                            | (286,854,946)           | (43,639,481)                                   | (126,265,939)                                    | (130,615,797)                                    | (37,480,235)                        | (2,037,876,460)                                                  | (4,494,915,102)            |
| Administrative expenses                                 | (95,287,691)                                   | (6,748,060)                              | (3,013,526)             | (923,846)                                      | (10,786,764)                                     | (5,238,439)                                      | (3,101,387)                         | (98,695,552)                                                     | (223,795,265)              |
| Purchase of annuity contracts - net                     | -                                              | (97,563,083)                             | -                       | -                                              | -                                                | -                                                | -                                   | (651,982,147)                                                    | (749,545,230)              |
| Total deductions                                        | (1,612,024,912)                                | (419,756,166)                            | (289,868,472)           | (44,563,327)                                   | (137,052,703)                                    | (135,854,236)                                    | (40,581,622)                        | (2,788,554,159)                                                  | (5,468,255,597)            |
| Asset Transfer Out to Insurance Carriers - Net          | -                                              | -                                        | -                       | -                                              | -                                                | -                                                | -                                   | -                                                                | -                          |
| Net Increase/Decrease                                   | 2,035,933,069                                  | 191,655,256                              | (68,895,018)            | (3,364,148)                                    | 180,034,262                                      | 243,845,721                                      | 78,592,364                          | 2,731,918,138                                                    | 5,389,719,644              |
| Net Assets Available for Benefits - Beginning of year   | 18,762,254,193                                 | 3,169,941,175                            | 1,213,926,955           | 221,763,925                                    | 1,624,362,817                                    | 1,920,061,566                                    | 603,427,978                         | 28,214,920,991                                                   | 55,730,659,600             |
| Net Assets Available for Benefits - End of year         | <u>\$ 20,798,187,262</u>                       | <u>\$ 3,361,596,431</u>                  | <u>\$ 1,145,031,937</u> | <u>\$ 218,399,777</u>                          | <u>\$ 1,804,397,079</u>                          | <u>\$ 2,163,907,287</u>                          | <u>\$ 682,020,342</u>               | <u>\$ 30,946,839,129</u>                                         | <u>\$ 61,120,379,244</u>   |

See Notes to Financial Statements.

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

---

### 1. DESCRIPTION OF THE PLANS

The following is a brief description of the following plans (collectively, the “Plans”), and provides only general information:

The Boeing Company Employee Retirement Plan (“BCERP Plan”)  
Boeing North American Retirement Plan (“BNA Plan”)  
BSS Retirement Plan (“BSS Plan”)  
BSS Retirement Plan for Bargained Employees (“BSSB Plan”)  
Employee Retirement Income Plan – Hourly East (“Hourly East Plan”)  
Employee Retirement Income Plan – Hourly West (“Hourly West Plan”)  
Non-Contributory Retirement Plan (“NCRP Plan”)  
The Pension Value Plan for Employees of The Boeing Company (“PVP Plan”)

Each of the Plans is sponsored by The Boeing Company (the “Company”). Eligible participants as defined by the Plans (“Participants”) should refer to the plan documents for a more complete description of the Plans’ provisions.

#### **General —**

##### **BCERP Plan:**

The BCERP Plan is a noncontributory defined benefit pension plan covering certain bargained employees of the Company. The BCERP Plan is closed to various unions. These closure dates range from January 1, 2009 through December 31, 2016. Effective January 1, 1999, the assets and liabilities attributable to accrued benefits of active nonunion salaried Participants were transferred to the PVP Plan. Benefit accruals under the BCERP Plan were also frozen to various unions with freeze dates ranging from December 31, 2015 to December 31, 2018. For certain Participants who are members of the Society of Professional Engineering Employees in Aerospace, their benefit service was frozen effective December 31, 2018, however, their benefit accruals continue to grow based on pay increases.

##### **BNA Plan:**

The BNA Plan is a noncontributory defined benefit pension plan covering certain employees formerly of Boeing North American, Inc. (formerly Rockwell International Corporation), a subsidiary merged into the Company effective December 1996. The BNA Plan is made up of various sub-plans with varying plan provisions. Since 2000, the only sub-plan with active employees is the BNA Sub-Plan R02/Aerospace Hourly Plan (“R02 Sub Plan”). Effective January 1, 2009, the R02 Sub Plan was closed to new entrants and all benefit accruals in the R02 Sub Plan were frozen effective December 31, 2016.

##### **BSS Plan:**

The BSS Plan is a contributory defined benefit pension plan covering certain nonbargained employees formerly of Boeing Satellite Systems, Inc. (“BSS”), a subsidiary merged into the Company effective October 2000. The BSS Plan was closed to new entrants for the contributory benefit structure effective January 1, 1991. Noncontributory benefits of the BSS Plan were transferred to the PVP Plan on April 1, 2003. All benefit accruals under the BSS Plan were frozen as of December 31, 2015.

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

---

### 1. DESCRIPTION OF THE PLANS (CONTINUED)

#### BSSB Plan:

The BSSB Plan is a defined benefit pension plan with both contributory and noncontributory benefit structures covering certain bargained employees formerly of BSS. Eligible active employees are located in Southern California represented by Cabinet Makers, Millmen and Industrial Carpenters, Local No. 721 (formerly Electronic and Space Technicians Local No. 1553). The contributory portion of the BSSB Plan has been closed to new Participants since 1992. Effective January 1, 2012, the noncontributory portion of the BSSB Plan was closed to new entrants. Benefit accruals under the BSSB Plan were frozen effective December 31, 2018.

#### Hourly East and Hourly West Plans:

The Hourly East and Hourly West Plans are noncontributory defined benefit pension plans covering certain employees formerly of McDonnell Douglas Corporation (“MDC”), which merged with the Company effective August 1997. The Hourly East and Hourly West Plans are closed to all unions. These closure dates range from January 1, 2012 through January 1, 2014 for the Hourly East Plan and January 1, 2010 through February 1, 2014 for the Hourly West Plan. All benefit accruals under the Hourly East and Hourly West Plans were frozen by December 31, 2018.

#### NCRP Plan:

The NCRP Plan is a noncontributory defined benefit pension plan covering certain bargained employees of the Company, represented by United Automobile, Aerospace and Agricultural Implement Workers of America, Local 1069, in Ridley Park, Pennsylvania. Effective January 1, 2014, the NCRP Plan was closed to new entrants. All benefit accruals under the NCRP Plan were frozen effective December 31, 2016.

#### PVP Plan:

The PVP Plan is a noncontributory defined benefit pension plan covering certain nonunion salaried employees of the Company. Effective January 1, 2009, the PVP Plan was closed to new entrants. Benefit accruals under the PVP Plan were frozen, other than interest credits applied to Participants’ cash balance hypothetical accounts to the extent required by law, effective December 31, 2015.

See Note 8 for recent plan amendments, including changes to plan benefits.

The assets of the Plans, along with two other plans sponsored by the Company and not included in the accompanying financial statements, are held in The Boeing Company Employee Retirement Plans Master Trust (the “Master Trust”). J.P. Morgan Chase, N.A. (“J.P. Morgan”) serves as the trustee for the Master Trust. The Employee Benefit Plans Committee has the overall responsibility for the operation and administration of the Plans. The Plans are subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

The “Total (Memorandum Only)” columns in the accompanying Statements of Net Assets Available for Benefits and Statements of Changes in Net Assets Available for Benefits represent the total activity for the Plans and are provided for information purposes only.

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

---

### 1. DESCRIPTION OF THE PLANS (CONTINUED)

**Employee Contributions** — Prior to January 1, 2019, the BSSB Plan and prior to January 1, 2016, also the BSS Plan, a Participant's current rate of contribution was 3% of eligible compensation. Participants could suspend contributions, but they did not accrue benefit service for periods when they did not contribute; however, contribution suspension did not interrupt their continuous service or years of vesting service. If contributions were suspended, Participants had to wait 12 calendar months before they could begin to contribute again, provided they were still eligible. Participants are always vested in their own contributions to the respective BSS and BSSB Plans. Effective January 1, 2016, employee contributions were no longer allowed under the BSS Plan as all benefit accruals under the BSS Plan were frozen. Effective January 1, 2019, employee contributions were no longer allowed under the BSSB Plan as all benefit accruals under the BSSB Plan were frozen.

**Employer Contributions** — The funding policy of the Company is to contribute an amount at least equal to the minimum required contribution under ERISA to each of the Plans. The Plans have met the minimum funding requirements of ERISA, and no cash contributions were required under ERISA for the years ended December 31, 2020 and 2019. Although no contributions were required under ERISA, the Company may make discretionary contributions to the Plans. During 2020, the Company elected to contribute \$2,983,499,934 in total in the form of shares of its common stock to the BCERP Plan, Hourly East Plan, NCRP Plan and PVP Plan.

**Pension Benefits** — Generally, except as noted for the specific plans below, Participants with five or more years of vesting service are entitled to benefits under the Plans. The Plans generally provide for normal retirement benefits upon reaching age 65 and have provisions for early retirement benefits. Benefits are payable in the form of a joint and survivor annuity, a single life annuity, or other payment forms, as specified in the applicable plan document. Monthly pension benefits beginning at normal retirement age are generally determined as follows:

| Plan       | Determination of Benefit Payment Amount                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| BCERP Plan | The greater of (1) a final average monthly earnings formula, or (2) a rate, based on union affiliation, multiplied by each year of credited service                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| BNA Plan   | For the BNA R02 Sub Plan (the only sub-plan with Participants who were actively accruing benefits prior to the Plan freeze), benefits are based on a rate multiplied by each year of benefit service. Other benefits vary per applicable sub-plan.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| BSS Plan   | <p>The contributory benefit is funded by the Company, as well as employee contributions. The contributory benefit is the best of three formulas: 1) a career average formula, 2) a final average monthly compensation formula, and 3) a minimum benefit formula.</p> <p><i>Cost of Living Adjustment ("COLA")</i> — Monthly benefits under the contributory benefit may be adjusted annually to reflect changes in the cost of living. The adjustment is made every January 1 and is based on the change in the Consumer Price Index ("CPI") relative to the year before; however, if the BSS Plan is terminated, no COLA will be provided except to Participants who are already receiving retirement payments. To be eligible for a COLA, Participants must have retired on their early, normal, or late retirement date.</p> |

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

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### 1. DESCRIPTION OF THE PLANS (CONTINUED)

|                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| BSSB Plan        | <p>Participants could accrue benefits in one of two benefit structures of the BSSB Plan (contributory and noncontributory); however, if they were accruing in the noncontributory structure, they may also have prior contributory accruals.</p> <p>The noncontributory benefit is funded solely by contributions made to the BSSB Plan by the Company, as defined by the plan document. Benefits are based on a formula, including final average monthly earnings, service, and covered compensation.</p> <p>The contributory benefit is funded by the Company, as well as employee contributions. The contributory benefit is the best of three formulas: 1) a career average formula, 2) a final average monthly compensation formula, and 3) a minimum benefit formula.</p> <p><i>COLA</i> — Monthly benefits under the contributory benefit may be adjusted annually to reflect changes in the cost of living. The adjustment is made every January 1 and is based on the change in the CPI relative to the year before; however, if the BSSB Plan is terminated, no COLA will be provided except to Participants who are already receiving retirement payments. To be eligible for a COLA, Participants must have retired on their early, normal, or late retirement date.</p> |
| Hourly East Plan | A rate, based on union affiliation, multiplied by each year of benefit service while employed with a covered group                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Hourly West Plan | A rate, based on union affiliation, multiplied by each year of benefit service while employed with a covered group                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| NCRP Plan        | A rate multiplied by each year of credited service                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

### 1. DESCRIPTION OF THE PLANS (CONTINUED)

|          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PVP Plan | <p>Participants with three or more years of vesting service and Participants who are at least age 62 at termination with one or more years of service are entitled to benefits under the PVP Plan.</p> <p>PVP Plan features that are relevant to the benefit include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• Participants in the PVP Plan maintain a hypothetical separate account similar to a defined contribution plan, although the Company makes all contributions to the PVP Plan. Participants are not permitted to make contributions.</li> <li>• Interest credits applied to Participants' hypothetical accounts are based on the yield of the 30-year U.S. Treasury bond (but not less than an interest credit minimum rate of 5% (5.25% prior to January 1, 2016) or greater than an interest credit maximum rate of 10%). The crediting rate was 5% as of December 31, 2020 and 2019.</li> <li>• Benefits relating to prior service and transferred to the PVP Plan ("Heritage Benefits") were generally earned under the BCERP Plan, BNA Plan, BSS Plan, and the former McDonnell Douglas Corporation — Salaried Plan ("MDC-Salaried"); Heritage Benefits increased in relation to growth in base pay but not for service earned after these benefits were transferred into the PVP Plan.</li> </ul> <p>Monthly pension benefits beginning at normal retirement age (65) equal the greater of the combined benefits described in (1) plus (2) or the benefit described in (3) below:</p> <ol style="list-style-type: none"> <li>1. The benefit credits, including a percentage of eligible pay based on the Participant's age for each year he or she works for the Company, plus interest credits divided by an annuity conversion factor, ranging from 11 to 15. This annual benefit is then divided by 12 to calculate a monthly benefit.</li> <li>2. Heritage Benefits transferred to the PVP Plan, plus growth due to increases in base pay after the transfer date.</li> <li>3. A rate multiplied by each year of benefit service.</li> </ol> <p>Benefits for certain frozen plans have been merged into the PVP Plan. Those benefits remain frozen and are payable based on the provisions of the specific related plans merged into the PVP Plan.</p> |
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**Death and Disability Benefits** — Death benefits are payable from the Plans under certain circumstances. See plan documents for specific provisions.

There are no provisions for disability benefits from the BSS and BSSB Plans. Since December 1, 2004, the PVP Plan has not provided for disability benefits. Disability benefits for the other Plans are payable from the other Plans under certain circumstances. See plan documents for specific provisions.

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

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### 1. DESCRIPTION OF THE PLANS (CONTINUED)

**Purchase of Annuity Contracts - Net** — During 2020, cash was transferred from Metropolitan Life Insurance Company (“MetLife”) to the BNA and PVP Plans, as a result of refunds of a portion of the premium payment for the 2019 purchase of annuity contracts. During 2019, plan assets were transferred from the BNA and PVP Plans to MetLife, as a result of the purchase of allocated annuity contracts from MetLife. All benefit obligations under these contracts were transferred from the BNA and PVP Plans to MetLife prior to December 31, 2019. MetLife assumed the responsibility of benefit payments effective January 1, 2020.

**Asset Transfer Out to Insurance Carriers - Net** — During 2020, the investment contracts held in the BNA, BSS, BSSB, Hourly East and PVP Plans were discontinued and the related assets were transferred to Aetna Life Insurance Company (“Aetna”). Allocated contracts were purchased for the benefit of the Participants in the associated Plans.

**Receivable - Other** — At December 31, 2020, Pension Benefit Guaranty Corporation (“PBGC”) premium refund receivable of \$59,927,175 was included in receivables – other on the BCERP Plan’s statement of net assets available for benefits.

**Termination** — Although it has not expressed any intention to do so, the Company has the right under each of the individual plans, in certain circumstances, to discontinue its contributions at any time and to terminate any of the Plans subject to the provisions set forth in ERISA. In the event a plan terminates, the net assets of the specific plan will be allocated for payment of plan benefits to Participants in an order of priority determined in accordance with ERISA and the applicable plan document.

Certain benefits under the Plans are insured by the PBGC if the Plans terminate. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor’s pensions; however, the PBGC does not guarantee all types of benefits under the Plans, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plans are guaranteed at the level in effect on the date of the Plans’ termination, subject to a statutory ceiling on the amount of an individual’s monthly benefit.

Whether all Participants receive their benefits should a plan terminate at some future time will depend on the sufficiency, at that time, of the net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Company and the level of benefits guaranteed by the PBGC. Some benefits may be fully or partially provided for by the then-existing assets and the PBGC guaranty, while other benefits may not be provided for at all.

### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

**Basis of Accounting** — The financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America (“U.S. GAAP”).

**Use of Estimates** — The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein, disclosure of contingent assets and liabilities, and the actuarial Present Value of Accumulated Plan Benefits (“PVAB”) at the date of the financial statements. Actual results could differ from those estimates.

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

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### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

**Risks and Uncertainties** — The Master Trust utilizes various investment instruments. Investment instruments, in general, are exposed to various risks, such as interest rate risk, credit risk, and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term, and such changes could materially affect the values reported in the financial statements.

The COVID-19 outbreak, which was declared a pandemic by the World Health Organization on March 11, 2020, has negatively impacted the world economy and common stock share prices for most companies, including the Company's common stock share price. The Master Trust's investment in the Company's common stock is stated at fair value based on the closing price at December 31, 2020. The impact of COVID-19 on companies continues to evolve and its future effects on the Plans' net assets available for benefits and changes in net assets available for benefits are uncertain.

Plan contributions are made and the actuarial PVAB is reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

**Valuation of Investments** — Investments in the Master Trust are generally stated at fair value. Fair value of a financial instrument is the price that would be received to sell an asset or paid to transfer a liability (exit price) in an orderly transaction between market participants at the measurement date. Investments at contract value are investment contracts valued at cost, plus accumulated earnings thereon, computed in accordance with contract formulas, less expenses. The Master Trust's investments stated at fair value are valued as follows:

- Corporate bonds, government bonds, mortgage-backed and asset-backed securities, and municipal bonds are primarily valued using a market approach using matrix pricing, which considers a security's relationship to other securities for which quoted prices in an active market may be available, or alternatively based on an income approach, which uses valuation techniques to convert future cash flows to a single present value amount. The valuation approach is designed to maximize the use of observable inputs, such as observable trade prices, multiple broker-dealer quotations, related yield curves, and other assumptions about the security (prepayment projections, cash flows, other security characteristics, etc.) and minimize unobservable inputs. The securities are valued as of the last trading day of the year.
- Common and preferred stock and certain other investments, including real-estate investment trusts, American depository receipts, global depository receipts, rights, and warrants traded in active markets on national and international exchanges are primarily valued using a market approach based on the closing market prices of identical instruments on the last trading day of the year.
- Mutual funds, which are registered investment companies, are valued using quoted market prices to represent the net asset value ("NAV") at year-end.
- Short-term investments include treasury bills, commercial paper, certificates of deposits, and discounted notes with original maturities of up to one year. These investments are primarily valued using a market approach based on matrix pricing as referenced above. In the event that an

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

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### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

instrument with an original maturity of less than three months does not have a market price, then those investments are valued at amortized cost, which approximates fair value.

- Other investments include physical commodities and over-the-counter (“OTC”) derivatives, such as options and swap contracts. Physical commodities are valued on a market approach using spot prices for the specific commodity. OTC derivatives are valued based upon the expected amount that the Master Trust would receive or pay to exit the derivative at the reporting date. The valuation methodology uses the income approach and relies on inputs, including, but not limited to, benchmark yields, swap curves, cash flow analysis, ratings updates, and interdealer broker rates. Credit risk of the derivative counterparties is offset by collateralizing the expected amount that the Master Trust would receive or pay to terminate the derivative.
- Investments in funds that do not have a readily determinable fair value and meet the criteria of investment companies are valued using the NAV as the practical expedient. The NAV or its equivalent, such as member units or membership units in partners’ capital to which a proportionate share of net assets is attributed, is based on the value of underlying investments. The NAV measurement may be adjusted to estimate net asset value per share for the investment in a manner consistent with measurement principles for investment companies. There were no adjustments in 2020 or 2019.
  - Investments in commingled funds, which include common/collective trusts/pooled funds (“CCTs”) are valued based on the year-end unit values. Unit values are determined by the issuer, investment manager or third-party administrator by dividing the fair values of the total net assets at year-end by the outstanding units.
  - Investments in partnerships are recorded based upon year-end valuations at NAV, which represent the unit of account, and are determined by the general partner and reflected in the audited financial statements of the partnerships. Where necessary, adjustments may be made to general partner valuations to reflect fair value when such valuations are inconsistent with NAV practical expedient criteria.
  - Investments in hedge funds consist of fund-of-fund structures and direct hedge funds. The fund-of-fund structures are primarily valued using a market approach based on the NAV calculated by the fund and is not publicly available. Direct hedge fund NAV is based on valuation of the underlying holdings including other assets and liabilities of the fund.
- Forward and spot currency contracts are valued using a market value approach based on spot foreign currency rates if the contract tenor is two days or less and interpolated forward rates for any contracts with a tenor greater than two days. Forward and spot currency contracts are included in other receivables and other liabilities on the Master Trust’s statements of net assets.
- To-be-announced securities (“TBAs”) and treasury forwards, which have a delayed future settlement, are valued similarly to securities in active markets. The unrealized market appreciation or depreciation is included in other receivables and other liabilities on the Master Trust’s statements of net assets.

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

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### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

**Cash and Cash Equivalents**—Cash and cash equivalents include cash and cash collateral. Cash includes cash collateral received from counterparties on derivatives. Cash collateral is related to the collateral posted on derivatives.

**Investment Income**—Net investment income or loss reflected in the statements of changes in net assets includes the Master Trust’s net appreciation/depreciation in fair value of investments, interest income, and dividend income, less administrative expenses. Net appreciation/depreciation in fair value of investments includes both realized and unrealized gains and losses and is calculated as the difference between the fair value of the investments as of the beginning of the year or the purchase date in the current year and either the sales price or the end-of-year fair value. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

**Valuation Oversight**—Management of the Plans has implemented processes that are designed to ensure that fair value measurements used by the Master Trust are appropriate and reliable, that they are based on observable inputs wherever possible, and that the valuation approaches are consistently applied and the assumptions used are reasonable. The valuation framework has a set of processes that provides for oversight and validation of the fair value methodologies, as well as valuations.

The Board of Directors of the Company has delegated the fiduciary oversight of plan assets over various retirement plans held within the Master Trust structures to the Employee Benefit Investment Committee (“EBIC”). The EBIC has sub-delegated this responsibility to the Chief Investment Officer (“CIO”), who manages Trust Investments and chairs the Valuation Committee. Trust Investments is responsible for the oversight of the Master Trust assets including selection and monitoring of investment managers, asset strategies, and risk management. The Valuation Committee is responsible for the oversight of the valuation practices of the Master Trust and is represented by members of Trust Investments, including Risk Management and Trust Operations, Public Markets, and Investment Strategy. The Valuation Committee meets periodically with the purpose of fulfilling the following responsibilities and provides an annual review to the EBIC of its findings and actions:

- Review and approve annually the valuation practices, including those used by third parties
- Review and approve the year-end valuations, including the methods used to develop and substantiate the unobservable inputs used in the fair value measurement
- Review analysis and benchmarks used by the Company and the Master Trust to assess the reasonableness of the year-end valuations and changes in fair value measurements from period to period
- Review and approve annual financial statement disclosures of the investments held in the Master Trust

Investments in funds are generally valued using the NAV or its equivalent. This includes partnerships, hedge funds, and other commingled investments. Valuations provided by the funds are reviewed at least quarterly. The asset manager’s audited financial statements are used in the Master Trust’s annual financial reporting process, where applicable. Assessments of reasonableness include regular asset manager meetings and review of quarterly reports, third-party reviews and reconciliations, which includes escalation to Trust Investments for exceptions, quarterly CIO investment reviews, and reviews of manager valuation policies. Valuation policies are reviewed when a new mandate is entered into with an

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

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### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

asset manager, on a rolling three-year basis for existing managers, or as changes to policies are provided by managers.

Corporate bonds, government bonds, mortgage-backed and asset-backed securities, municipal bonds, common and preferred stocks, mutual funds and derivative instruments are generally valued using valuations obtained from pricing vendors. Pricing vendor valuation methodologies and custodian pricing controls and related documentation are assessed for reasonableness on an annual basis. The pricing vendor due diligence process includes reviews of pricing controls and procedures, as well as discussions in order to maintain a current understanding of the valuation processes and related assumptions and inputs that may be used by the vendors to price instruments. The custodian due diligence process includes reviews of pricing controls and procedures that are carried out on the Master Trust's behalf. This includes various levels of tolerance checks on price changes, review of stale or unchanged prices, multiprice source comparisons, and vendor price challenges. Additionally, on a monthly basis, the custodian reconciles its valuations to valuations obtained from each investment manager, and any exceptions are reported to Trust Investments for resolution, which may include escalation to the Valuation Committee.

**Benefits** — Benefits are recorded when paid.

**Administrative Expenses** — Necessary and proper expenses of the Plans are paid from plan assets, at both the Plan and Master Trust levels, except for those expenses the Company is required by law or chooses to pay.

**Subsequent Events** — Subsequent events were evaluated through July 23, 2021, the date the financial statements were available to be issued.

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

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### 3. ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future periodic payments and lump sum distributions attributable under the Plans' provisions to service rendered by employees as of the valuation date. Accumulated plan benefits include benefits expected to be paid to (1) retired or terminated vested employees or their beneficiaries, (2) beneficiaries of employees who have died, and (3) present employees or their beneficiaries. The PVAB has been determined by an independent actuary and is the sum of accumulated benefits adjusted to reflect the probability of payment (by means of decrements, such as death, disability, termination, or retirement) and the time value of money (through discounts for interest) between the valuation date and the expected date of payment. The significant actuarial assumptions used in the December 31, 2019 valuations, the latest valuations, were as follows:

**Actuarial cost method:** Unit Credit

**Assumed rate of return:** 6.75%

**Mortality:** RP-2006 tables without collar or amount adjustments, projected to 2015 with scale MP-2017, but adjusted based on a study of annuitant mortality experience during the 2013-2017 plan years. Rates are projected generationally from 2015 using an adjustment to the MP-2019 scales based on the Social Security Administration's intermediate estimate long-term rate of mortality improvement.

**Average retirement age range:** 57 – 63

**Cash balance interest indexing rate (applicable to the PVP Plan only):** 5.15%

The foregoing actuarial assumptions are based on the presumption that the Plans will continue in operation. If a plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial PVAB.

Assumption changes for the year ended December 31, 2019 include an update in the mortality MP scale and a change in the interest rates for lump sums from 5.00% to 4.50%. See Note 8 for a description of various plan amendments that impacted the PVAB as of December 31, 2019.

For the BSS Plan, the accumulated contributions of active employees are presented as of the beginning of the plan year. As of December 31, 2019 and 2018, the accumulated contributions of active employees, including interest credited on those contributions, amounted to approximately \$20,190,000 and \$23,140,000, respectively. As of December 31, 2019 and 2018, the rates for which interest was credited on the contributions were 2.94% and 2.84%, respectively.

For the BSSB Plan, the accumulated contributions of active employees are presented as of the beginning of the plan year. As of December 31, 2019 and 2018, the accumulated contributions of active employees, including interest credited on those contributions, amounted to approximately \$2,810,000 and \$3,030,000, respectively. As of December 31, 2019 and 2018, the rates for which interest was credited on the contributions were 2.94% and 2.84%, respectively.

THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

NOTES TO FINANCIAL STATEMENTS  
AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

3. ACCUMULATED PLAN BENEFITS (CONTINUED)

The actuarial PVAB for the Plans as of December 31, 2019, consists of the following:

|                                                          | The Boeing Company<br>Employee Retirement<br>Plan | Boeing North<br>American Retirement<br>Plan | BSS Retirement Plan     | BSS Retirement Plan<br>for Bargained<br>Employees | Employee Retirement<br>Income Plan - Hourly<br>East | Employee Retirement<br>Income Plan - Hourly<br>West | Non-Contributory<br>Retirement Plan | The Pension Value<br>Plan for Employees of<br>The Boeing Company | Total<br>(Memorandum Only) |
|----------------------------------------------------------|---------------------------------------------------|---------------------------------------------|-------------------------|---------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-------------------------------------|------------------------------------------------------------------|----------------------------|
| <b>Actuarial Present Value of Accumulated Benefits</b>   |                                                   |                                             |                         |                                                   |                                                     |                                                     |                                     |                                                                  |                            |
| Vested benefits:                                         |                                                   |                                             |                         |                                                   |                                                     |                                                     |                                     |                                                                  |                            |
| Participants currently receiving payments                | \$ 10,625,262,153                                 | \$ 2,004,069,462                            | \$ 754,761,570          | \$ 124,051,994                                    | \$ 1,188,260,770                                    | \$ 1,174,753,058                                    | \$ 350,603,048                      | \$ 16,120,086,224                                                | \$ 32,341,848,279          |
| Other participants                                       | <u>6,347,586,013</u>                              | <u>247,360,950</u>                          | <u>217,908,597</u>      | <u>51,811,594</u>                                 | <u>234,060,314</u>                                  | <u>307,405,300</u>                                  | <u>169,103,031</u>                  | <u>10,218,872,946</u>                                            | <u>17,794,108,745</u>      |
| Total vested benefits                                    | 16,972,848,166                                    | 2,251,430,412                               | 972,670,167             | 175,863,588                                       | 1,422,321,084                                       | 1,482,158,358                                       | 519,706,079                         | 26,338,959,170                                                   | 50,135,957,024             |
| Nonvested benefits                                       | <u>527,533,763</u>                                | <u>59,622</u>                               | <u>35,695,829</u>       | <u>5,647,675</u>                                  | <u>6,178,495</u>                                    | <u>4,803,046</u>                                    | <u>5,177,376</u>                    | <u>269,882,829</u>                                               | <u>854,978,635</u>         |
| Total actuarial present value of<br>accumulated benefits | <u>\$ 17,500,381,929</u>                          | <u>\$ 2,251,490,034</u>                     | <u>\$ 1,008,365,996</u> | <u>\$ 181,511,263</u>                             | <u>\$ 1,428,499,579</u>                             | <u>\$ 1,486,961,404</u>                             | <u>\$ 524,883,455</u>               | <u>\$ 26,608,841,999</u>                                         | <u>\$ 50,990,935,659</u>   |

The changes in actuarial PVAB for the Plans for the year ended December 31, 2019, consist of the following:

|                                                                      | The Boeing Company<br>Employee Retirement<br>Plan | Boeing North<br>American Retirement<br>Plan | BSS Retirement Plan     | BSS Retirement Plan<br>for Bargained<br>Employees | Employee Retirement<br>Income Plan - Hourly<br>East | Employee Retirement<br>Income Plan - Hourly<br>West | Non-Contributory<br>Retirement Plan | The Pension Value<br>Plan for Employees of<br>The Boeing Company | Total<br>(Memorandum Only) |
|----------------------------------------------------------------------|---------------------------------------------------|---------------------------------------------|-------------------------|---------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-------------------------------------|------------------------------------------------------------------|----------------------------|
| <b>Actuarial Present Value of Accumulated Benefits</b>               |                                                   |                                             |                         |                                                   |                                                     |                                                     |                                     |                                                                  |                            |
| - Beginning of year                                                  | \$ 17,506,142,766                                 | \$ 2,506,816,257                            | \$ 1,200,106,304        | \$ 208,250,673                                    | \$ 1,472,235,502                                    | \$ 1,529,098,078                                    | \$ 535,367,851                      | \$ 27,231,500,108                                                | \$ 52,189,517,539          |
| Increase (decrease) during the period attributable to:               |                                                   |                                             |                         |                                                   |                                                     |                                                     |                                     |                                                                  |                            |
| Additional benefits accumulated                                      | 134,938,884                                       | -                                           | -                       | -                                                 | -                                                   | -                                                   | -                                   | -                                                                | 134,938,884                |
| Actuarial (gains) losses                                             | (25,485,834)                                      | 10,951,489                                  | (10,387,340)            | (986,807)                                         | (10,492,143)                                        | (8,192,895)                                         | (7,164,521)                         | 255,614,939                                                      | 203,856,888                |
| Interest due to decrease in the discount period                      | 1,140,418,980                                     | 155,271,074                                 | 71,483,902              | 12,608,137                                        | 95,114,421                                          | 98,805,837                                          | 34,872,372                          | 1,748,825,867                                                    | 3,357,400,590              |
| Benefits paid including purchase of annuity contracts                | (1,516,737,221)                                   | (413,008,106)                               | (286,854,946)           | (43,639,481)                                      | (126,265,939)                                       | (130,615,797)                                       | (37,480,235)                        | (2,689,858,607)                                                  | (5,244,460,332)            |
| Assumption changes                                                   | 260,809,267                                       | (8,540,680)                                 | 34,018,076              | 5,278,741                                         | (2,092,262)                                         | (2,133,819)                                         | (712,012)                           | 62,723,692                                                       | 349,351,003                |
| Plan amendments                                                      | <u>295,087</u>                                    | <u>-</u>                                    | <u>-</u>                | <u>-</u>                                          | <u>-</u>                                            | <u>-</u>                                            | <u>-</u>                            | <u>36,000</u>                                                    | <u>331,087</u>             |
| Net increase (decrease)                                              | <u>(5,760,837)</u>                                | <u>(255,326,223)</u>                        | <u>(191,740,308)</u>    | <u>(26,739,410)</u>                               | <u>(43,735,923)</u>                                 | <u>(42,136,674)</u>                                 | <u>(10,484,396)</u>                 | <u>(622,658,109)</u>                                             | <u>(1,198,581,880)</u>     |
| <b>Actuarial Present Value of Accumulated Benefits - End of year</b> |                                                   |                                             |                         |                                                   |                                                     |                                                     |                                     |                                                                  |                            |
|                                                                      | <u>\$ 17,500,381,929</u>                          | <u>\$ 2,251,490,034</u>                     | <u>\$ 1,008,365,996</u> | <u>\$ 181,511,263</u>                             | <u>\$ 1,428,499,579</u>                             | <u>\$ 1,486,961,404</u>                             | <u>\$ 524,883,455</u>               | <u>\$ 26,608,841,999</u>                                         | <u>\$ 50,990,935,659</u>   |

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

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### 4. MASTER TRUST

The Master Trust facilitates the commingling of employee benefit plan assets for investment and administrative purposes. Assets are invested in accordance with the Master Trust's investment policy. As of December 31, 2020, the Master Trust consisted of the Investment Control Pool ("IC Pool"). As of December 31, 2019, the Master Trust consisted of the IC Pool and four plan-specific pools. The Plans can own a beneficial interest in one or more of the various investment pools. The IC Pool contains the majority of the assets of the participating plans and is diversified among various asset classes. These assets are invested in individual investment accounts, separately held assets, and investments held in various types of funds, all of which are managed in accordance with established investment guidelines. The IC Pool is valued at year end based on the fair value of underlying assets.

The plan-specific pools held investment contracts established to benefit Participants in specific plans at December 31, 2019. The Aetna PVP Pool was composed of contracts issued by Aetna for the benefit of Participants in the PVP Plan. The Aetna Hourly Pool was composed of a contract issued by Aetna for the benefit of Participants in the Hourly East Plan. The Aetna BNA Pool was composed of a contract issued by Aetna for the benefit of Participants in the BNA Plan. The Aetna BSS Pool was composed of a contract issued by Aetna for the benefit of Participants in the BSS and BSSB Plans. During 2020, these Aetna contracts were discontinued and fully liquidated.

The BNA Plan, Hourly East Plan, Hourly West Plan, and PVP Plan have allocated annuity contracts for certain retirees who were covered under the BNA Plan, Hourly East Plan, Hourly West Plan, and PVP Plan in prior years. These contracts remain intact. The activity related to the allocated annuity contracts for retirees receiving benefits from these allocated contracts is excluded from the financial statements as well as the related obligation. With limited exceptions, the BNA Plan, Hourly East Plan, Hourly West Plan, and PVP Plan receive no income from these allocated annuity contracts.

Effective January 1, 2020, assets of the Continental Graphics Employee Pension Plan were transferred into the Master Trust. The fair value of the assets transferred was \$81,466,059.

As of December 31, 2020, the assets of the Plans, the Aviall, Inc. Retirement Plan ("Aviall Plan") and the Continental Graphics Employee Pension Plan were combined in the Master Trust. As of December 31, 2019, the assets of the Plans and the Aviall Plan were combined in the Master Trust.

On a daily basis, the Plans may have contributions, withdrawals, asset transfers (in combination with a liability transfer), and/or expense charges. The trustee calculates a market value for each plan for each day of the month. At month-end, these "dollar days" are aggregated to determine a daily dollar-weighted-average market value for each participating plan in the IC Pool for the prior month. This average is then used to allocate to each participating plan its share of realized gains/losses, unrealized appreciation/depreciation, income, and share expenses in the IC Pool to arrive at each plan's ending beneficial interest in the IC Pool. All expenses that are plan specific are recorded on that basis. Similarly, the trustee calculated a participating factor in the investment contract pools, which were associated with specific plan(s). A plan's total participation in the Master Trust is the sum of the beneficial interests it owns in the various pools.

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

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### 4. MASTER TRUST (CONTINUED)

The Plans' ownership interest percentages in the Master Trust's IC Pool were as follows as of December 31, 2020 and 2019:

| <b>Plan</b>      | <b>2020</b> | <b>2019</b> |
|------------------|-------------|-------------|
| BCERP Plan       | 34.9%       | 34.0%       |
| BNA Plan         | 5.2%        | 5.5%        |
| BSS Plan         | 1.5%        | 1.9%        |
| BSSB Plan        | 0.3%        | 0.4%        |
| Hourly East Plan | 2.9%        | 2.9%        |
| Hourly West Plan | 3.5%        | 3.5%        |
| NCRP Plan        | 1.1%        | 1.1%        |
| PVP Plan         | 50.3%       | 50.5%       |

## THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

### NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

#### 4. MASTER TRUST (CONTINUED)

Net assets of the Master Trust and the Plans' ownership interests in the Master Trust's investments by general type, its other assets and liabilities in dollar amounts as of December 31, 2020 and 2019, are as follows:

|                                                     | December 31, 2020                                               |                                                      |                                             |                        |                                                   |                                                     |                                                     |                                     |                                                                     |
|-----------------------------------------------------|-----------------------------------------------------------------|------------------------------------------------------|---------------------------------------------|------------------------|---------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-------------------------------------|---------------------------------------------------------------------|
|                                                     | The Boeing Company<br>Employee Retirement<br>Plans Master Trust | The Boeing<br>Company<br>Employee<br>Retirement Plan | Boeing North<br>American<br>Retirement Plan | BSS Retirement<br>Plan | BSS Retirement<br>Plan for Bargained<br>Employees | Employee<br>Retirement Income<br>Plan - Hourly East | Employee Retirement<br>Income Plan - Hourly<br>West | Non-Contributory<br>Retirement Plan | The Pension Value<br>Plan for Employees<br>of The Boeing<br>Company |
| ASSETS:                                             |                                                                 |                                                      |                                             |                        |                                                   |                                                     |                                                     |                                     |                                                                     |
| Investments — at fair value:                        |                                                                 |                                                      |                                             |                        |                                                   |                                                     |                                                     |                                     |                                                                     |
| Corporate bonds                                     | \$ 20,858,850,120                                               | \$ 7,282,285,701                                     | \$ 1,081,409,592                            | \$ 312,143,077         | \$ 62,563,857                                     | \$ 597,253,093                                      | \$ 721,644,394                                      | \$ 229,481,946                      | \$ 10,497,780,668                                                   |
| Government bonds                                    | 6,214,924,051                                                   | 2,169,767,379                                        | 322,207,525                                 | 93,003,473             | 18,640,990                                        | 177,952,409                                         | 215,014,973                                         | 68,374,471                          | 3,127,828,676                                                       |
| Mortgage-backed and asset-backed securities         | 796,246,348                                                     | 277,987,203                                          | 41,280,724                                  | 11,915,460             | 2,388,255                                         | 22,798,984                                          | 27,547,382                                          | 8,760,030                           | 400,732,517                                                         |
| Municipal bonds                                     | 1,175,945,701                                                   | 410,548,641                                          | 60,965,919                                  | 17,597,485             | 3,527,122                                         | 33,670,946                                          | 40,683,672                                          | 12,937,353                          | 591,826,490                                                         |
| Common and preferred stock                          | 14,858,722,911                                                  | 5,187,508,648                                        | 770,338,028                                 | 222,353,939            | 44,567,127                                        | 425,450,980                                         | 514,060,652                                         | 163,470,593                         | 7,478,054,314                                                       |
| Mutual funds                                        | 62,577,369                                                      | 21,847,143                                           | 3,244,271                                   | 936,441                | 187,694                                           | 1,791,783                                           | 2,164,962                                           | 688,455                             | 31,493,754                                                          |
| Partnerships                                        | 7,417,528,278                                                   | 2,589,623,100                                        | 384,555,533                                 | 110,999,891            | 22,248,071                                        | 212,386,670                                         | 256,620,939                                         | 81,605,112                          | 3,733,071,790                                                       |
| Hedge funds                                         | 8,886,152,313                                                   | 3,102,352,218                                        | 460,695,114                                 | 132,977,173            | 26,653,050                                        | 254,437,897                                         | 307,430,274                                         | 97,762,412                          | 4,472,196,570                                                       |
| Commingled funds                                    | 6,860,365,742                                                   | 2,395,105,342                                        | 355,669,908                                 | 102,662,211            | 20,576,923                                        | 196,433,391                                         | 237,345,034                                         | 75,475,400                          | 3,452,664,670                                                       |
| Short-term investments                              | 1,061,403,648                                                   | 370,559,478                                          | 55,027,582                                  | 15,883,416             | 3,183,565                                         | 30,391,254                                          | 36,720,912                                          | 11,677,200                          | 534,180,103                                                         |
| Other investments                                   | 90,921,410                                                      | 31,742,674                                           | 4,713,744                                   | 1,360,597              | 272,709                                           | 2,603,360                                           | 3,145,568                                           | 1,000,286                           | 45,758,659                                                          |
| Total investments — at fair value                   | 68,283,637,891                                                  | 23,839,327,527                                       | 3,540,107,940                               | 1,021,833,163          | 204,809,363                                       | 1,955,170,767                                       | 2,362,378,762                                       | 751,233,258                         | 34,365,588,211                                                      |
| Investments at contract value                       | -                                                               | -                                                    | -                                           | -                      | -                                                 | -                                                   | -                                                   | -                                   | -                                                                   |
| Total Master Trust investments                      | 68,283,637,891                                                  | 23,839,327,527                                       | 3,540,107,940                               | 1,021,833,163          | 204,809,363                                       | 1,955,170,767                                       | 2,362,378,762                                       | 751,233,258                         | 34,365,588,211                                                      |
| Cash and cash equivalents                           | 332,402,701                                                     | 116,049,131                                          | 17,233,139                                  | 4,974,253              | 997,006                                           | 9,517,713                                           | 11,499,989                                          | 3,656,981                           | 167,290,653                                                         |
| Receivables:                                        |                                                                 |                                                      |                                             |                        |                                                   |                                                     |                                                     |                                     |                                                                     |
| Accrued investment income                           | 283,722,599                                                     | 99,053,832                                           | 14,709,360                                  | 4,245,778              | 850,995                                           | 8,123,851                                           | 9,815,825                                           | 3,121,419                           | 142,791,074                                                         |
| Receivables for securities sold                     | 71,297,145                                                      | 24,891,409                                           | 3,696,341                                   | 1,066,929              | 213,848                                           | 2,041,457                                           | 2,466,636                                           | 784,387                             | 35,882,217                                                          |
| Securities purchased with an<br>agreement to resell | 19,400,000                                                      | 6,772,969                                            | 1,005,777                                   | 290,312                | 58,188                                            | 555,482                                             | 671,173                                             | 213,432                             | 9,763,575                                                           |
| Other receivables                                   | 108,985,317                                                     | 38,049,183                                           | 5,650,252                                   | 1,630,915              | 326,890                                           | 3,120,585                                           | 3,770,517                                           | 1,199,019                           | 54,849,809                                                          |
| Total receivables                                   | 483,405,061                                                     | 168,767,393                                          | 25,061,730                                  | 7,233,934              | 1,449,921                                         | 13,841,375                                          | 16,724,151                                          | 5,318,257                           | 243,286,675                                                         |
| Total assets                                        | 69,099,445,653                                                  | 24,124,144,051                                       | 3,582,402,809                               | 1,034,041,350          | 207,256,290                                       | 1,978,529,855                                       | 2,390,602,902                                       | 760,208,496                         | 34,776,165,539                                                      |
| LIABILITIES:                                        |                                                                 |                                                      |                                             |                        |                                                   |                                                     |                                                     |                                     |                                                                     |
| Payables for securities purchased                   | 89,408,294                                                      | 31,214,412                                           | 4,635,298                                   | 1,337,954              | 268,170                                           | 2,560,035                                           | 3,093,219                                           | 983,640                             | 44,997,143                                                          |
| Investment and administrative expenses payable      | 28,250,865                                                      | 9,863,002                                            | 1,464,642                                   | 422,761                | 84,735                                            | 808,909                                             | 977,383                                             | 310,806                             | 14,218,012                                                          |
| Other liabilities                                   | 199,287,387                                                     | 69,575,632                                           | 10,331,887                                  | 2,982,244              | 597,741                                           | 5,706,211                                           | 6,894,657                                           | 2,192,492                           | 100,296,769                                                         |
| Total liabilities                                   | 316,946,546                                                     | 110,653,046                                          | 16,431,827                                  | 4,742,959              | 950,646                                           | 9,075,155                                           | 10,965,259                                          | 3,486,938                           | 159,511,924                                                         |
| NET ASSETS                                          | \$ 68,782,499,107                                               | \$ 24,013,491,005                                    | \$ 3,565,970,982                            | \$ 1,029,298,391       | \$ 206,305,644                                    | \$ 1,969,454,700                                    | \$ 2,379,637,643                                    | \$ 756,721,558                      | \$ 34,616,653,615                                                   |

## THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

### NOTES TO FINANCIAL STATEMENTS AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

#### 4. MASTER TRUST (CONTINUED)

|                                                     | December 31, 2019                                               |                                                      |                                             |                        |                                                   |                                                     |                                                     |                                     |                                                                     |
|-----------------------------------------------------|-----------------------------------------------------------------|------------------------------------------------------|---------------------------------------------|------------------------|---------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-------------------------------------|---------------------------------------------------------------------|
|                                                     | The Boeing Company<br>Employee Retirement<br>Plans Master Trust | The Boeing<br>Company<br>Employee<br>Retirement Plan | Boeing North<br>American<br>Retirement Plan | BSS Retirement<br>Plan | BSS Retirement<br>Plan for Bargained<br>Employees | Employee<br>Retirement Income<br>Plan - Hourly East | Employee Retirement<br>Income Plan - Hourly<br>West | Non-Contributory<br>Retirement Plan | The Pension Value<br>Plan for Employees<br>of The Boeing<br>Company |
| <b>ASSETS:</b>                                      |                                                                 |                                                      |                                             |                        |                                                   |                                                     |                                                     |                                     |                                                                     |
| Investments — at fair value:                        |                                                                 |                                                      |                                             |                        |                                                   |                                                     |                                                     |                                     |                                                                     |
| Corporate bonds                                     | \$ 19,481,493,396                                               | \$ 6,618,601,726                                     | \$ 1,068,823,502                            | \$ 363,970,605         | \$ 69,496,211                                     | \$ 569,890,134                                      | \$ 688,612,766                                      | \$ 217,028,278                      | \$ 9,837,964,673                                                    |
| Government bonds                                    | 6,786,427,223                                                   | 2,305,606,558                                        | 372,327,355                                 | 126,790,076            | 24,209,180                                        | 198,522,661                                         | 239,879,989                                         | 75,602,346                          | 3,427,079,738                                                       |
| Mortgage-backed and asset-backed securities         | 1,084,602,525                                                   | 368,480,588                                          | 59,505,123                                  | 20,263,510             | 3,869,096                                         | 31,727,767                                          | 38,337,469                                          | 12,082,719                          | 547,713,726                                                         |
| Municipal bonds                                     | 1,316,828,072                                                   | 447,376,409                                          | 72,245,837                                  | 24,602,154             | 4,697,513                                         | 38,521,037                                          | 46,545,950                                          | 14,669,765                          | 664,985,368                                                         |
| Common and preferred stock                          | 11,108,806,235                                                  | 3,774,082,543                                        | 609,468,327                                 | 207,544,609            | 39,628,376                                        | 324,964,773                                         | 392,663,214                                         | 123,754,633                         | 5,609,839,097                                                       |
| Mutual funds                                        | 395,937,081                                                     | 134,514,834                                          | 21,722,506                                  | 7,397,249              | 1,412,424                                         | 11,582,307                                          | 13,995,197                                          | 4,410,829                           | 199,944,375                                                         |
| Partnerships                                        | 6,192,508,863                                                   | 2,103,829,980                                        | 339,742,897                                 | 115,693,964            | 22,090,499                                        | 181,148,828                                         | 218,886,744                                         | 68,985,960                          | 3,127,156,743                                                       |
| Hedge funds                                         | 8,497,038,664                                                   | 2,886,766,104                                        | 466,177,538                                 | 158,749,242            | 30,311,434                                        | 248,563,003                                         | 300,345,009                                         | 94,658,947                          | 4,290,921,877                                                       |
| Commingled funds                                    | 5,198,979,364                                                   | 1,766,290,351                                        | 285,234,362                                 | 97,131,961             | 18,546,287                                        | 152,085,212                                         | 183,768,436                                         | 57,917,815                          | 2,625,434,010                                                       |
| Short-term investments                              | 640,181,874                                                     | 217,494,048                                          | 35,122,638                                  | 11,960,448             | 2,283,717                                         | 18,727,175                                          | 22,628,523                                          | 7,131,772                           | 323,285,620                                                         |
| Other investments                                   | 37,111,484                                                      | 12,608,178                                           | 2,036,067                                   | 693,350                | 132,388                                           | 1,085,618                                           | 1,311,780                                           | 413,430                             | 18,740,938                                                          |
| Total investments — at fair value                   | 60,739,914,781                                                  | 20,635,651,319                                       | 3,332,406,152                               | 1,134,797,168          | 216,677,125                                       | 1,776,818,515                                       | 2,146,975,077                                       | 676,656,494                         | 30,673,066,165                                                      |
| Investments at contract value                       | 47,847,938                                                      | -                                                    | 2,460,492                                   | 612,725                | 6,899                                             | 13,592,245                                          | -                                                   | -                                   | 31,175,577                                                          |
| Total Master Trust investments                      | 60,787,762,719                                                  | 20,635,651,319                                       | 3,334,866,644                               | 1,135,409,893          | 216,684,024                                       | 1,790,410,760                                       | 2,146,975,077                                       | 676,656,494                         | 30,704,241,742                                                      |
| Cash and cash equivalents                           | 174,790,884                                                     | 59,383,089                                           | 9,589,645                                   | 3,265,599              | 623,530                                           | 5,113,140                                           | 6,178,337                                           | 1,947,210                           | 88,267,696                                                          |
| Receivables:                                        |                                                                 |                                                      |                                             |                        |                                                   |                                                     |                                                     |                                     |                                                                     |
| Accrued investment income                           | 316,126,266                                                     | 107,400,075                                          | 17,343,803                                  | 5,906,152              | 1,127,715                                         | 9,247,609                                           | 11,174,122                                          | 3,521,719                           | 159,640,689                                                         |
| Receivables for securities sold                     | 304,007,027                                                     | 103,282,710                                          | 16,678,899                                  | 5,679,730              | 1,084,482                                         | 8,893,086                                           | 10,745,743                                          | 3,386,708                           | 153,520,592                                                         |
| Securities purchased with an<br>agreement to resell | 128,700,000                                                     | 43,724,268                                           | 7,060,936                                   | 2,404,488              | 459,111                                           | 3,764,848                                           | 4,549,162                                           | 1,433,747                           | 64,992,248                                                          |
| Other receivables                                   | 29,289,118                                                      | 9,950,624                                            | 1,606,904                                   | 547,205                | 104,483                                           | 856,792                                             | 1,035,283                                           | 326,287                             | 14,790,720                                                          |
| Total receivables                                   | 778,122,411                                                     | 264,357,677                                          | 42,690,542                                  | 14,537,575             | 2,775,791                                         | 22,762,335                                          | 27,504,310                                          | 8,668,461                           | 392,944,249                                                         |
| Total assets                                        | 61,740,676,014                                                  | 20,959,392,085                                       | 3,387,146,831                               | 1,153,213,067          | 220,083,345                                       | 1,818,286,235                                       | 2,180,657,724                                       | 687,272,165                         | 31,185,453,687                                                      |
| <b>LIABILITIES:</b>                                 |                                                                 |                                                      |                                             |                        |                                                   |                                                     |                                                     |                                     |                                                                     |
| Payables for securities purchased                   | 336,706,628                                                     | 114,392,004                                          | 18,472,914                                  | 6,290,653              | 1,201,131                                         | 9,849,645                                           | 11,901,576                                          | 3,750,989                           | 170,033,572                                                         |
| Investment and administrative expenses payable      | 27,246,297                                                      | 9,256,600                                            | 1,494,828                                   | 509,040                | 97,196                                            | 797,033                                             | 963,075                                             | 303,530                             | 13,759,115                                                          |
| Other liabilities                                   | 106,845,076                                                     | 36,299,322                                           | 5,861,898                                   | 1,996,175              | 381,148                                           | 3,125,528                                           | 3,776,655                                           | 1,190,278                           | 53,955,724                                                          |
| Total liabilities                                   | 470,798,001                                                     | 159,947,926                                          | 25,829,640                                  | 8,795,868              | 1,679,475                                         | 13,772,206                                          | 16,641,306                                          | 5,244,797                           | 237,748,411                                                         |
| NET ASSETS                                          | \$ 61,269,878,013                                               | \$ 20,799,444,159                                    | \$ 3,361,317,191                            | \$ 1,144,417,199       | \$ 218,403,870                                    | \$ 1,804,514,029                                    | \$ 2,164,016,418                                    | \$ 682,027,368                      | \$ 30,947,705,276                                                   |

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

### 4. MASTER TRUST (CONTINUED)

Changes in net assets for the Master Trust for the years ended December 31, 2020 and 2019, are as follows:

|                                                | 2020                     | 2019                     |
|------------------------------------------------|--------------------------|--------------------------|
| ADDITIONS:                                     |                          |                          |
| Investment income                              | \$ 1,268,201,931         | \$ 1,499,410,197         |
| Net appreciation in fair value of investments  | 8,758,591,670            | 9,498,478,200            |
| Amounts received from participating plans      | 2,999,999,934            | -                        |
| Purchase of annuity contracts - net            | <u>9,326,360</u>         | <u>-</u>                 |
| Total additions                                | <u>13,036,119,895</u>    | <u>10,997,888,397</u>    |
| DEDUCTIONS:                                    |                          |                          |
| Amounts paid to participating plans            | (5,450,363,297)          | (4,729,857,734)          |
| Investment and administrative expenses         | (114,053,454)            | (113,715,249)            |
| Purchase of annuity contracts - net            | <u>-</u>                 | <u>(749,545,230)</u>     |
| Total deductions                               | <u>(5,564,416,751)</u>   | <u>(5,593,118,213)</u>   |
| ASSET TRANSFER OUT TO INSURANCE CARRIERS - NET | <u>(40,548,109)</u>      | <u>-</u>                 |
| ASSET TRANSFER IN FROM MERGED PLAN             | <u>81,466,059</u>        | <u>-</u>                 |
| NET ADDITIONS                                  | 7,512,621,094            | 5,404,770,184            |
| NET ASSETS:                                    |                          |                          |
| Beginning of year                              | <u>61,269,878,013</u>    | <u>55,865,107,829</u>    |
| End of year                                    | <u>\$ 68,782,499,107</u> | <u>\$ 61,269,878,013</u> |

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

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### 4. MASTER TRUST (CONTINUED)

**Securities Purchased with an Agreement to Resell** — Resale agreements are treated as financing arrangements in receivables and are carried at contract amounts reflective of the amounts at which the securities will be subsequently resold, as specified in the respective agreements. Resale agreements are collateralized by high-quality, fixed-income securities. The Master Trust's policy is to take physical possession or control of the securities purchased under agreements to resell and is permitted by contract to sell or repledge. The Master Trust monitors the market value of the underlying securities as compared to the related receivable, including accrued interest, and requires additional collateral where deemed appropriate. At December 31, 2020, the fair value of the securities received as collateral for resale agreements of \$19,400,000 was \$19,760,044. At December 31, 2019, the fair value of the securities received as collateral for resale agreements of \$128,700,000 was \$130,261,162.

### 5. FAIR VALUE OF FINANCIAL ASSETS AND FINANCIAL LIABILITIES

Accounting Standards Codification ("ASC") 820, *Fair Value Measurement*, establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 for financial assets and financial liabilities are described below:

Level 1 — Values are based on unadjusted quoted prices in active markets that are accessible at the measurement date for identical and unrestricted assets or liabilities. An active market is a market in which transactions for the asset or liability occur with sufficient frequency and volume to provide pricing information on an ongoing basis.

Level 2 — Values are based on (a) quoted prices for similar assets or liabilities in active markets; (b) quoted prices for identical or similar assets or liabilities in markets that are not active; or (c) valuation models whose inputs are observable, directly or indirectly, for substantially the full term of the asset or liability.

Level 3 — Values are based on prices or valuation techniques that require inputs that are both unobservable and significant to the overall fair value measurement.

Fair value is a market-based measure considered from the perspective of a market participant who owns an asset or owes a liability. Accordingly, when market observable data is not readily available, assumptions are set to reflect those that market participants would be presumed to use in pricing the asset or liability at the measurement date. Prices and inputs are used that are current as of the measurement date, including during periods of market disruption. In periods of market disruption, the ability to observe prices and inputs may be reduced for many instruments. This condition could cause an instrument to be reclassified from Level 1 to Level 2, Level 1 to Level 3, or Level 2 to Level 3.

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

### 5. FAIR VALUE OF FINANCIAL ASSETS AND FINANCIAL LIABILITIES (CONTINUED)

The following tables set forth by level within the fair value hierarchy a summary of the Master Trust investments by general types of assets and liabilities measured at fair value on a recurring basis as of December 31, 2020 and 2019. As required by ASC 820, assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement.

|                                                  | December 31, 2020                                                       |                                                        |                                                    |                          |                          |
|--------------------------------------------------|-------------------------------------------------------------------------|--------------------------------------------------------|----------------------------------------------------|--------------------------|--------------------------|
|                                                  | Quoted Prices in<br>Active Markets for<br>Identical Assets<br>(Level 1) | Significant<br>Other<br>Observable Inputs<br>(Level 2) | Significant<br>Unobservable<br>Inputs<br>(Level 3) | Not leveled*             | Total                    |
| <b>ASSETS:</b>                                   |                                                                         |                                                        |                                                    |                          |                          |
| Investments in the fair value hierarchy:         |                                                                         |                                                        |                                                    |                          |                          |
| Corporate bonds                                  | \$ -                                                                    | \$ 20,818,834,304                                      | \$ 40,015,816                                      | \$ -                     | \$ 20,858,850,120        |
| Government bonds                                 | -                                                                       | 6,211,044,519                                          | 3,879,532                                          | -                        | 6,214,924,051            |
| Mortgage-backed and asset-backed securities      | -                                                                       | 674,561,639                                            | 121,684,709                                        | -                        | 796,246,348              |
| Municipal bonds                                  | -                                                                       | 1,104,280,746                                          | 71,664,955                                         | -                        | 1,175,945,701            |
| Common and preferred stock                       | 14,857,246,698                                                          | 197                                                    | 1,476,016                                          | -                        | 14,858,722,911           |
| Mutual funds                                     | 62,577,369                                                              | -                                                      | -                                                  | -                        | 62,577,369               |
| Short-term investments                           | -                                                                       | 1,061,403,648                                          | -                                                  | -                        | 1,061,403,648            |
| Other investments                                | 56,413,703                                                              | 34,507,707                                             | -                                                  | -                        | 90,921,410               |
| Total investments in the fair value hierarchy    | <u>14,976,237,770</u>                                                   | <u>29,904,632,760</u>                                  | <u>238,721,028</u>                                 | <u>-</u>                 | <u>45,119,591,558</u>    |
| Investments measured at net asset value:         |                                                                         |                                                        |                                                    |                          |                          |
| Partnerships                                     | -                                                                       | -                                                      | -                                                  | 7,417,528,278            | 7,417,528,278            |
| Hedge funds                                      | -                                                                       | -                                                      | -                                                  | 8,886,152,313            | 8,886,152,313            |
| Commingled funds                                 | -                                                                       | -                                                      | -                                                  | 6,860,365,742            | 6,860,365,742            |
| Total investments measured at net asset value    | -                                                                       | -                                                      | -                                                  | 23,164,046,333           | 23,164,046,333           |
| Total investments — at fair value                | <u>14,976,237,770</u>                                                   | <u>29,904,632,760</u>                                  | <u>238,721,028</u>                                 | <u>23,164,046,333</u>    | <u>68,283,637,891</u>    |
| Investments at contract value                    | -                                                                       | -                                                      | -                                                  | -                        | -                        |
| Cash and cash equivalents                        | -                                                                       | -                                                      | -                                                  | 332,402,701              | 332,402,701              |
| Receivables:                                     |                                                                         |                                                        |                                                    |                          |                          |
| Accrued investment income                        | -                                                                       | -                                                      | -                                                  | 283,722,599              | 283,722,599              |
| Receivables for securities sold                  | -                                                                       | -                                                      | -                                                  | 71,297,145               | 71,297,145               |
| Securities purchased with an agreement to resell | -                                                                       | 19,400,000                                             | -                                                  | -                        | 19,400,000               |
| Other receivables                                | 33,059,027                                                              | 9,427,060                                              | -                                                  | 66,499,230               | 108,985,317              |
| Total receivables                                | <u>33,059,027</u>                                                       | <u>28,827,060</u>                                      | <u>-</u>                                           | <u>421,518,974</u>       | <u>483,405,061</u>       |
| Total assets                                     | <u>15,009,296,797</u>                                                   | <u>29,933,459,820</u>                                  | <u>238,721,028</u>                                 | <u>23,917,968,008</u>    | <u>69,099,445,653</u>    |
| <b>LIABILITIES:</b>                              |                                                                         |                                                        |                                                    |                          |                          |
| Payables for securities purchased                | -                                                                       | -                                                      | -                                                  | 89,408,294               | 89,408,294               |
| Investment and administrative expenses payable   | -                                                                       | -                                                      | -                                                  | 28,250,865               | 28,250,865               |
| Other liabilities                                | 38,470,540                                                              | 27,559,427                                             | -                                                  | 133,257,420              | 199,287,387              |
| Total liabilities                                | <u>38,470,540</u>                                                       | <u>27,559,427</u>                                      | <u>-</u>                                           | <u>250,916,579</u>       | <u>316,946,546</u>       |
| NET ASSETS                                       | <u>\$ 14,970,826,257</u>                                                | <u>\$ 29,905,900,393</u>                               | <u>\$ 238,721,028</u>                              | <u>\$ 23,667,051,429</u> | <u>\$ 68,782,499,107</u> |

\*The amounts not leveled are related to investments using NAV as a practical expedient to estimate fair value, investments measured at contract value, and non-investment assets and liabilities. The amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the Master Trust's statements of net assets.

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

### 5. FAIR VALUE OF FINANCIAL ASSETS AND FINANCIAL LIABILITIES (CONTINUED)

|                                                  | December 31, 2019                                                       |                                                        |                                                    |                          |                          |
|--------------------------------------------------|-------------------------------------------------------------------------|--------------------------------------------------------|----------------------------------------------------|--------------------------|--------------------------|
|                                                  | Quoted Prices in<br>Active Markets for<br>Identical Assets<br>(Level 1) | Significant<br>Other<br>Observable Inputs<br>(Level 2) | Significant<br>Unobservable<br>Inputs<br>(Level 3) | Not leveled*             | Total                    |
| <b>ASSETS:</b>                                   |                                                                         |                                                        |                                                    |                          |                          |
| Investments in the fair value hierarchy:         |                                                                         |                                                        |                                                    |                          |                          |
| Corporate bonds                                  | \$ -                                                                    | \$ 19,476,952,630                                      | \$ 4,540,766                                       | \$ -                     | \$ 19,481,493,396        |
| Government bonds                                 | -                                                                       | 6,786,427,223                                          | -                                                  | -                        | 6,786,427,223            |
| Mortgage-backed and asset-backed securities      | -                                                                       | 619,145,416                                            | 465,457,109                                        | -                        | 1,084,602,525            |
| Municipal bonds                                  | -                                                                       | 1,316,828,072                                          | -                                                  | -                        | 1,316,828,072            |
| Common and preferred stock                       | 11,107,114,341                                                          | -                                                      | 1,691,894                                          | -                        | 11,108,806,235           |
| Mutual funds                                     | 395,937,081                                                             | -                                                      | -                                                  | -                        | 395,937,081              |
| Short-term investments                           | -                                                                       | 640,181,874                                            | -                                                  | -                        | 640,181,874              |
| Other investments                                | 1,173,200                                                               | 35,938,284                                             | -                                                  | -                        | 37,111,484               |
| Total investments in the fair value hierarchy    | <u>11,504,224,622</u>                                                   | <u>28,875,473,499</u>                                  | <u>471,689,769</u>                                 | <u>-</u>                 | <u>40,851,387,890</u>    |
| Investments measured at net asset value:         |                                                                         |                                                        |                                                    |                          |                          |
| Partnerships                                     | -                                                                       | -                                                      | -                                                  | 6,192,508,863            | 6,192,508,863            |
| Hedge funds                                      | -                                                                       | -                                                      | -                                                  | 8,497,038,664            | 8,497,038,664            |
| Commingled funds                                 | -                                                                       | -                                                      | -                                                  | 5,198,979,364            | 5,198,979,364            |
| Total investments measured at net asset value    | <u>-</u>                                                                | <u>-</u>                                               | <u>-</u>                                           | <u>19,888,526,891</u>    | <u>19,888,526,891</u>    |
| Total investments — at fair value                | <u>11,504,224,622</u>                                                   | <u>28,875,473,499</u>                                  | <u>471,689,769</u>                                 | <u>19,888,526,891</u>    | <u>60,739,914,781</u>    |
| Investments at contract value                    | <u>-</u>                                                                | <u>-</u>                                               | <u>-</u>                                           | <u>47,847,938</u>        | <u>47,847,938</u>        |
| Cash and cash equivalents                        | <u>-</u>                                                                | <u>-</u>                                               | <u>-</u>                                           | <u>174,790,884</u>       | <u>174,790,884</u>       |
| Receivables:                                     |                                                                         |                                                        |                                                    |                          |                          |
| Accrued investment income                        | -                                                                       | -                                                      | -                                                  | 316,126,266              | 316,126,266              |
| Receivables for securities sold                  | -                                                                       | -                                                      | -                                                  | 304,007,027              | 304,007,027              |
| Securities purchased with an agreement to resell | -                                                                       | 128,700,000                                            | -                                                  | -                        | 128,700,000              |
| Other receivables                                | <u>9,748,828</u>                                                        | <u>6,962,594</u>                                       | <u>-</u>                                           | <u>12,577,696</u>        | <u>29,289,118</u>        |
| Total receivables                                | <u>9,748,828</u>                                                        | <u>135,662,594</u>                                     | <u>-</u>                                           | <u>632,710,989</u>       | <u>778,122,411</u>       |
| Total assets                                     | <u>11,513,973,450</u>                                                   | <u>29,011,136,093</u>                                  | <u>471,689,769</u>                                 | <u>20,743,876,702</u>    | <u>61,740,676,014</u>    |
| <b>LIABILITIES:</b>                              |                                                                         |                                                        |                                                    |                          |                          |
| Payables for securities purchased                | -                                                                       | -                                                      | -                                                  | 336,706,628              | 336,706,628              |
| Investment and administrative expenses payable   | -                                                                       | -                                                      | -                                                  | 27,246,297               | 27,246,297               |
| Other liabilities                                | <u>19,614,246</u>                                                       | <u>20,881,829</u>                                      | <u>-</u>                                           | <u>66,349,001</u>        | <u>106,845,076</u>       |
| Total liabilities                                | <u>19,614,246</u>                                                       | <u>20,881,829</u>                                      | <u>-</u>                                           | <u>430,301,926</u>       | <u>470,798,001</u>       |
| NET ASSETS                                       | <u>\$ 11,494,359,204</u>                                                | <u>\$ 28,990,254,264</u>                               | <u>\$ 471,689,769</u>                              | <u>\$ 20,313,574,776</u> | <u>\$ 61,269,878,013</u> |

\*The amounts not leveled are related to investments using NAV as a practical expedient to estimate fair value, investments measured at contract value, and non-investment assets and liabilities.  
The amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the Master Trust's statements of net assets.

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

### 5. FAIR VALUE OF FINANCIAL ASSETS AND FINANCIAL LIABILITIES (CONTINUED)

Master Trust net assets at fair value classified within Level 3 primarily consisted of investments in corporate bonds, mortgage-backed and asset-backed securities and municipal bonds as of December 31, 2020 and primarily consisted of investments in mortgage-backed and asset-backed securities as of December 31, 2019. Such amounts were 0.35% and 0.77% of net assets as of December 31, 2020 and 2019, respectively.

**Level 3 Activity** — A summary of purchases, issuances and transfers of the Master Trust's Level 3 financial assets and liabilities for the years ended December 31, 2020 and 2019, is as follows:

#### 2020

|                                             | Purchases<br>of<br>Level 3 | Issuances<br>of<br>Level 3 | Transfers<br>into<br>Level 3 | Transfers<br>out of<br>Level 3 |
|---------------------------------------------|----------------------------|----------------------------|------------------------------|--------------------------------|
| Financial assets:                           |                            |                            |                              |                                |
| Corporate bonds                             | \$ 39,287,565              | \$ -                       | \$ 15,741,235                | \$ -                           |
| Government bonds                            | 2,132,379                  | -                          | 2,506,740                    | -                              |
| Mortgage-backed and asset-backed securities | 67,084,317                 | -                          | 7,949,727                    | (257,498,480)                  |
| Municipal bonds                             | 1,815,000                  | -                          | 66,584,734                   | -                              |
| Common and preferred stock                  | 1,824,175                  | -                          | -                            | -                              |
| Other investments                           | -                          | -                          | -                            | -                              |
| Total assets                                | <u>\$ 112,143,436</u>      | <u>\$ -</u>                | <u>\$ 92,782,436</u>         | <u>\$ (257,498,480)</u>        |

#### 2019

|                                             | Purchases<br>of<br>Level 3 | Issuances<br>of<br>Level 3 | Transfers<br>into<br>Level 3 | Transfers<br>out of<br>Level 3 |
|---------------------------------------------|----------------------------|----------------------------|------------------------------|--------------------------------|
| Financial assets:                           |                            |                            |                              |                                |
| Corporate bonds                             | \$ 3,501,483               | \$ -                       | \$ 206,070                   | \$ -                           |
| Government bonds                            | -                          | -                          | -                            | -                              |
| Mortgage-backed and asset-backed securities | 287,933,035                | -                          | 888,904                      | -                              |
| Municipal bonds                             | -                          | -                          | -                            | -                              |
| Common and preferred stock                  | 1,115,467                  | -                          | 1,275,637                    | -                              |
| Other investments                           | -                          | -                          | -                            | 7,731                          |
| Total assets                                | <u>\$ 292,549,985</u>      | <u>\$ -</u>                | <u>\$ 2,370,611</u>          | <u>\$ 7,731</u>                |

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

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### 5. FAIR VALUE OF FINANCIAL ASSETS AND FINANCIAL LIABILITIES (CONTINUED)

**Transfers Between Levels** — The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another.

During 2020, \$15,741,235 of corporate bonds, \$2,506,740 of government bonds, \$7,949,727 of mortgage-backed and asset-backed securities, and \$66,584,734 of municipal bonds were reclassified from Level 2 to Level 3, as valuation used significant unobservable inputs. In addition, \$257,498,480 of mortgage-backed and asset-backed securities were reclassified from Level 3 to Level 2, as valuation used significant other observable inputs.

During 2019, \$1,275,637 of common stock was reclassified from Level 1 to Level 3, as trading in the security was suspended. In addition, \$206,070 of corporate bonds and \$888,904 of mortgage-backed and asset-backed securities were reclassified from Level 2 to Level 3, as valuations used significant unobservable inputs.

**Level 3 Quantitative Disclosure** — A summary of quantitative data of the Master Trust's Level 3 investment assets for the years ended December 31, 2020 and 2019, is as follows:

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

### 5. FAIR VALUE OF FINANCIAL ASSETS AND FINANCIAL LIABILITIES (CONTINUED)

| 2020                                        |                       |                     |                          |         |         |                  |
|---------------------------------------------|-----------------------|---------------------|--------------------------|---------|---------|------------------|
|                                             | Level 3 Total         | Valuation Technique | Assumptions*             | Minimum | Maximum | Weighted Average |
| Mortgage-backed and asset-backed securities |                       |                     |                          |         |         |                  |
| Asset-backed securities                     | 11,593,656            | Matrix Pricing      | Yield (%)                | 0.66    | 5.23    | 2.21             |
|                                             |                       |                     | Prepayment Speed (CPR,%) | —       | 25.00   | 11.97            |
|                                             |                       |                     | Default Rate (%)         | —       | 2.20    | —                |
|                                             |                       |                     | Loss Severity Rate (%)   | —       | 85.00   | 0.06             |
| Collateralized loan obligations             | 7,621,293             | Matrix Pricing      | Discount Margin (BPS)    | 106.00  | 121.00  | 113.52           |
|                                             |                       |                     | Prepayment Speed (CPR,%) | 20.00   | 20.00   | 20.00            |
|                                             |                       |                     | Default Rate (%)         | 2.00    | 2.00    | 2.00             |
|                                             |                       |                     | Loss Severity Rate (%)   | 50.00   | 50.00   | 50.00            |
| Commercial mortgage-backed securities       | 37,718,597            | Matrix Pricing      | Yield (%)                | 1.56    | 10.79   | 2.91             |
|                                             |                       |                     | Prepayment Speed (CPY,%) | —       | 100.00  | 0.29             |
| Commercial mortgage-backed securities       | 514,691               | Matrix Pricing      | Yield (%)                | 3.13    | 3.13    | 3.13             |
|                                             |                       |                     | Prepayment Speed (PPC,%) | 100.00  | 100.00  | 100.00           |
| Commercial mortgage-backed securities       | 93,262                | Matrix Pricing      | Yield (%)                | 0.61    | 0.61    | 0.61             |
|                                             |                       |                     | Prepayment Speed (CPR,%) | 80.00   | 80.00   | 80.00            |
| Residential mortgage-backed securities      | 42,898,626            | Matrix Pricing      | Yield (%)                | 0.74    | 5.43    | 2.22             |
|                                             |                       |                     | Prepayment Speed (CPR,%) | —       | 24.00   | 9.68             |
|                                             |                       |                     | Default Rate (%)         | —       | 7.05    | 1.26             |
|                                             |                       |                     | Loss Severity Rate (%)   | —       | 100.00  | 39.86            |
| Residential mortgage-backed securities      | 8,221,932             | Matrix Pricing      | Discount Margin (BPS)    | 200.00  | 545.00  | 425.32           |
|                                             |                       |                     | Prepayment Speed (CPR,%) | 10.00   | 10.00   | 10.00            |
| Residential mortgage-backed securities      | 1,681,640             | Matrix Pricing      | Yield (%)                | 1.24    | 2.71    | 1.63             |
|                                             |                       |                     | Prepayment Speed (CPR,%) | 4.00    | 17.71   | 5.33             |
|                                             |                       |                     | Default Rate (%)         | 0.72    | 4.34    | 3.78             |
|                                             |                       |                     | Loss Severity Rate (%)   | 35.00   | 60.00   | 56.16            |
| Total                                       | <u>\$ 110,343,697</u> |                     |                          |         |         |                  |

\* Valuation techniques for which no unobservable inputs are disclosed generally reflect the use of third-party pricing services or dealers, and the range of unobservable inputs applied by these sources is not readily available or cannot be reasonably estimated.

BPS: Basis Points; CPR: Constant Prepayment Rate; CPY: Constant Prepayment Yield; PPC: Prospectus Prepayment Curve.

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

### 5. FAIR VALUE OF FINANCIAL ASSETS AND FINANCIAL LIABILITIES (CONTINUED)

| 2019                                              |                       |                     |                          |         |         |                  |
|---------------------------------------------------|-----------------------|---------------------|--------------------------|---------|---------|------------------|
|                                                   | Level 3 Total         | Valuation Technique | Assumptions*             | Minimum | Maximum | Weighted Average |
| Mortgage-backed and asset-backed securities       |                       |                     |                          |         |         |                  |
| Asset-backed securities                           | \$ 34,791,236         | Matrix Pricing      | Yield (%)                | 2.11    | 7.31    | 3.09             |
|                                                   |                       |                     | Prepayment Speed (CPR,%) | —       | 35.00   | 8.30             |
| Asset-backed securities                           | 1,727,002             | Matrix Pricing      | Yield (%)                | 1.97    | 2.11    | 2.02             |
|                                                   |                       |                     | Prepayment Speed (PPM,%) | 100.00  | 100.00  | 100.00           |
| Asset-backed securities                           | 114,131               | Matrix Pricing      | Yield (%)                | 2.72    | 2.72    | 2.72             |
|                                                   |                       |                     | Prepayment Speed (CPR,%) | 8.50    | 8.50    | 8.50             |
|                                                   |                       |                     | Default Rate (%)         | 2.00    | 2.00    | 2.00             |
|                                                   |                       |                     | Loss Severity Rate (%)   | 80.00   | 80.00   | 80.00            |
| Commercial mortgage-backed securities             | 231,907,983           | Matrix Pricing      | Yield (%)                | 1.66    | 4.35    | 2.85             |
|                                                   |                       |                     | Prepayment Speed (CPY,%) | —       | 100.00  | 1.08             |
| Commercial mortgage-backed securities             | 2,509,896             | Matrix Pricing      | Yield (%)                | 1.93    | 4.15    | 3.56             |
|                                                   |                       |                     | Prepayment Speed (CPR,%) | 7.00    | 99.00   | 32.41            |
|                                                   |                       |                     | Default Rate (%)         | —       | 3.50    | 2.08             |
|                                                   |                       |                     | Loss Severity Rate (%)   | —       | 80.00   | 47.61            |
| Residential mortgage-backed securities            | 151,911,888           | Matrix Pricing      | Yield (%)                | 0.82    | 5.42    | 2.86             |
|                                                   |                       |                     | Prepayment Speed (CPR,%) | —       | 30.00   | 9.63             |
|                                                   |                       |                     | Default Rate (%)         | —       | 12.20   | 1.64             |
|                                                   |                       |                     | Loss Severity Rate (%)   | —       | 100.00  | 35.33            |
| Residential mortgage-backed securities            | 1,203,682             | Matrix Pricing      | Yield (%)                | 1.86    | 2.88    | 2.76             |
|                                                   |                       |                     | Prepayment Speed (PPM,%) | 100.00  | 100.00  | 100.00           |
| Residential mortgage-backed securities (Agency)   | 313,377               | Matrix Pricing      | Yield (%)                | 2.35    | 2.80    | 2.46             |
|                                                   |                       |                     | Prepayment Speed (CPR,%) | 10.00   | 10.00   | 10.00            |
| Residential mortgage-backed securities            | 115,214               | Matrix Pricing      | Yield (%)                | 2.72    | 2.72    | 2.72             |
|                                                   |                       |                     | Prepayment Speed (PSA,%) | 300.00  | 300.00  | 300.00           |
| Residential mortgage-backed securities            | 4,171,445             | Matrix Pricing      | Yield (%)                | 1.68    | 3.69    | 2.32             |
|                                                   |                       |                     | Prepayment Speed (CPR,%) | 2.00    | 27.86   | 7.98             |
|                                                   |                       |                     | Default Rate (%)         | —       | 5.60    | 2.37             |
|                                                   |                       |                     | Loss Severity Rate (%)   | —       | 78.90   | 38.90            |
| Other mortgage-backed and asset-backed securities | 9,961,975             | Matrix Pricing      | Yield (%)                | 2.18    | 3.70    | 2.93             |
| Total                                             | <u>\$ 438,727,829</u> |                     |                          |         |         |                  |

\* Valuation techniques for which no unobservable inputs are disclosed generally reflect the use of third-party pricing services or dealers, and the range of unobservable inputs applied by these sources is not readily available or cannot be reasonably estimated.  
CPR: Constant Prepayment Rate; CPY: Constant Prepayment Yield; PPM: Prepayment Penalty Model; PSA: Public Securities Association Model.

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

### 5. FAIR VALUE OF FINANCIAL ASSETS AND FINANCIAL LIABILITIES (CONTINUED)

**Other Financial Instruments** — The Aetna PVP Pool, Aetna Hourly Pool, Aetna BNA Pool, and Aetna BSS Pool identified in Note 4 are valued at contract value in the Master Trust's statements of net assets. During 2020, these Aetna contracts were discontinued and fully liquidated. The fair value of the investment contracts within these pools was \$0 and \$53,941,270 as of December 31, 2020 and 2019, respectively. Fair value for each investment contract is calculated by applying a factor determined by the corresponding insurance company to the contract value. Generally, the factor is an adjustment between contract value and market value, based upon predetermined parameters specific to each contract, including, but not limited to, current market yields, period to maturity, expenses, discounted cash flows, benefit payments, and any other applicable payments.

The Master Trust and the Plans also hold other assets and liabilities not measured at fair value on a recurring basis, including cash and cash equivalents, receivables and liabilities. The fair value of these assets and liabilities approximates the carrying amounts in the Master Trust's and the Plans' financial statements due to the short maturity of the instruments.

### 6. INVESTMENTS MEASURED AT NET ASSET VALUE

In accordance with ASC 820, the following is a summary of the Master Trust investments in which the NAV per share of the investment is used to estimate its fair value. The summaries below are categorized by general types of assets as disclosed in the Master Trust's statements of net assets. For each general type of assets utilizing the NAV, the fair value, redemption frequency, and redemption notice period as of December 31, 2020 and 2019 are disclosed.

**Commingled Funds** — This category includes investments in U.S. and non-U.S. securities held by a CCT, real estate and real asset investments via commingled funds and insurance company pooled separate accounts. Generally, redemptions may occur daily, weekly, monthly or quarterly depending upon the fund. For a majority of the funds, redemption notices may be given daily or up to five business days in advance, with redemption notices of up to 120 days in advance for certain funds. If the fund determines that it would be detrimental to the interests of remaining fund investors to pay wholly or in part with cash based on availability of cash for distributions, distributions may also include securities in kind. Additionally, for large withdrawals, the portfolio manager of the fund may require additional time (up to several weeks) to liquidate assets to satisfy the withdrawal requests. Under extraordinary circumstances, some of the funds may temporarily delay distributions or make distributions of securities in kind. For the CCTs with a quarterly redemption frequency, the notice period ranges from 30 to 90 days in advance of quarter-end. These funds are restricted to a redemption queue. A redemption queue is a restriction on withdrawals from a fund due to liquidity restrictions. The fund manager restricts the percentage of the fund that is available for redemption during each redemption period. All investors in the queue receive an equal portion of the available liquidity. The queue continues until all investor redemption requests are satisfied or the queue is lifted in its entirety.

| Redemption Frequency | Redemption Notice Period            | As of December 31, 2020 |                      | As of December 31, 2019 |                      |
|----------------------|-------------------------------------|-------------------------|----------------------|-------------------------|----------------------|
|                      |                                     | Fair Value              | Unfunded Commitments | Fair Value              | Unfunded Commitments |
| Daily                | From daily up to five business days | \$ 3,566,616,637        | \$ -                 | \$ 2,156,971,461        | \$ -                 |
| Weekly               | From 60 up to 120 days              | 360,391,245             | -                    | 307,539,503             | -                    |
| Monthly              | From three up to 30 days            | 1,988,878,359           | -                    | 1,778,366,506           | -                    |
| Quarterly            | From 30 up to 90 days               | 944,479,501             | -                    | 956,101,894             | -                    |
|                      |                                     | <u>\$ 6,860,365,742</u> | <u>\$ -</u>          | <u>\$ 5,198,979,364</u> | <u>\$ -</u>          |

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

### 6. INVESTMENTS MEASURED AT NET ASSET VALUE (CONTINUED)

**Partnerships** — This category includes investments in private equities held by limited partnerships that may include buyout, venture, special situations, distressed debt, or fund-of-fund strategies. This category also includes investments in private real estate (such as office, retail, apartment, and industrial properties) and real assets (such as infrastructure, energy, farmland, and timber) made through limited partnerships. Generally, limited partnerships require investors to commit to contribute additional capital during an investment period and do not provide redemption rights. As such, the Master Trust may receive distributions from the proceeds as the underlying assets are sold or income is distributed. The Master Trust maintains an active portfolio of private equity and real estate/real asset limited partnership investments that are in various stages of investment. The current portfolio of investments is expected to liquidate over a period of up to ten years.

| Redemption Frequency | Redemption Notice Period | As of December 31, 2020 |                         | As of December 31, 2019 |                         |
|----------------------|--------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
|                      |                          | Fair Value              | Unfunded Commitments    | Fair Value              | Unfunded Commitments    |
| Quarterly            | From 45 up to 90 days    | \$ 711,503,678          | \$ 55,681,488           | \$ 695,067,821          | \$ -                    |
| Not applicable       | See narrative            | <u>6,706,024,600</u>    | <u>3,026,574,979</u>    | <u>5,497,441,042</u>    | <u>2,632,358,292</u>    |
|                      |                          | <u>\$ 7,417,528,278</u> | <u>\$ 3,082,256,467</u> | <u>\$ 6,192,508,863</u> | <u>\$ 2,632,358,292</u> |

**Hedge Funds** — This category includes investments in hedge funds. Common hedge fund strategies include event-driven, relative value, long-short, and market neutral. Types of hedge fund investments may include direct investments in various hedge funds and investments through fund-of-fund vehicles. The fund-of-fund vehicles are used for the purpose of making investments in a diverse portfolio of hedge funds, while the direct investments allow for larger targeted investments without the additional fund-of-fund fee structure.

Each hedge fund has its own redemption rights and distribution process specified in the fund prospectus. Redemption is generally allowed subject to liquidity and certain restrictions. These restrictions generally include fund-level gates and lockup periods. A “gate” provision allows a hedge fund manager to limit the amount of withdrawals on any withdrawal date to not more than a stated percentage of a fund’s net assets — often 10% to 25%, depending on how frequently investors have a right to withdraw capital. A “lock-up” provision restricts an investor’s ability to withdraw capital from a hedge fund for some stated period of time. It is common for hedge funds to lock-up an investor’s investments for one or two years. As of December 31, 2020, the lock-up restrictions had expired based on each individual fund’s contractual terms. For the funds in liquidation, the timing of liquidation has not been communicated by the funds.

| Redemption Frequency | Redemption Notice Period | As of December 31, 2020 |                      | As of December 31, 2019 |                      |
|----------------------|--------------------------|-------------------------|----------------------|-------------------------|----------------------|
|                      |                          | Fair Value              | Unfunded Commitments | Fair Value              | Unfunded Commitments |
| Monthly              | Up to 60 days            | \$ 3,429,817,511        | \$ -                 | \$ 3,341,759,413        | \$ -                 |
| Quarterly            | From 30 up to 180 days   | 3,532,958,403           | -                    | 3,567,655,615           | -                    |
| Semiannually         | From 45 up to 90 days    | 1,332,332,145           | -                    | 1,156,248,405           | -                    |
| Annually             | From 45 up to 90 days    | 577,906,995             | -                    | 294,088,381             | -                    |
| Three years          | 45 days                  | -                       | -                    | 118,959,870             | -                    |
| In liquidation       | Not applicable           | <u>13,137,259</u>       | <u>-</u>             | <u>18,326,980</u>       | <u>-</u>             |
|                      |                          | <u>\$ 8,886,152,313</u> | <u>\$ -</u>          | <u>\$ 8,497,038,664</u> | <u>\$ -</u>          |

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

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### 7. DERIVATIVE FINANCIAL INSTRUMENTS

ASC 815, *Derivatives and Hedging*, requires disclosures on how and why derivatives are used, accounted for, and affect the results of operations and financial position. Derivative instruments held by the Master Trust are not designated as hedging instruments under ASC 815. The Master Trust investments are exposed to the following financial instrument risks:

**Interest Rate Risk** — Interest rate risk is the risk of change in the market value of the assets due to a change in interest rates. Bond futures, interest rate swaps, and interest rate swaptions are generally used to manage interest rate risk or adjust portfolio duration. A futures contract is an agreement between two parties to buy and sell a financial instrument at a set price on a future date. Interest rate swap agreements involve the exchange by the Master Trust, with a counterparty, of respective commitments to pay or receive interest, e.g., an exchange of floating rate payments for fixed rate payments, with respect to the notional amount of principal. Interest rate swaptions are options to enter into an interest rate swap based on predetermined conditions.

**Credit Risk** — Credit risk is the risk of change in the market value of assets due to the change in creditworthiness of the underlying issuer. Credit default swaps are used to manage the credit exposure of a security or basket of securities. Credit default swap agreements involve one party (referred to as the buyer of protection) making a stream of payments to another party (the seller of protection) in exchange for the right to receive a specified return in the event of a default or other credit event for the referenced entity, obligation, or index. Credit default options (also known as credit default swaptions) are options on credit default swaps. A credit default option gives its holder the right, but not the obligation, to buy (call) or sell (put) protection on a specified reference entity for a specified future time period for a certain spread.

**Foreign Currency Risk** — Currency risk is the risk of a change in market value due to the change in foreign currency exchange rates. Generally, currency futures and forward contracts are used to achieve the desired currency exposure, or generate value-added performance. Foreign currency futures and forwards are agreements between two parties to buy and sell a set of currencies at a set exchange rate on a specified future date. A currency option gives the buyer the right, but not the obligation, to buy one currency or sell another currency at a set exchange rate on or before a given date.

**Equity Risk** — Equity risk is the risk of a change in market value of assets due to the change in equity or equity index prices. Equity futures, contracts for difference, and equity swaps are generally used to manage the market exposure of a security or index, or rebalance the total portfolio to the target asset allocation. An equity futures contract is an agreement between two parties to buy and sell a financial instrument at a set price on a future date. A contract for difference is an agreement between two parties in which the seller will pay to the buyer the difference between the current value of an asset and its value at contract time (if the difference is negative, then the buyer will pay the seller). Equity swaps generally exchange the return on a stock or stock index for the return of another financial instrument such as a different stock or equity index or LIBOR.

**Commodity Risk** — Commodity risk is the risk of change in the market value of the underlying commodity due to a change in the price of the commodity. Commodity futures, swaps, and options are generally used to achieve the desired market exposure to commodities. A futures contract is an agreement between two parties to buy and sell a commodity at a set price on a future date. Commodity swaps are agreements involving the exchange by the Master Trust, with a counterparty, of respective commitments to pay or receive cash flows, e.g., an exchange of payments based on the price movement for the commodity, with respect to the notional amount of principal. Commodity options

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

### 7. DERIVATIVE FINANCIAL INSTRUMENTS (CONTINUED)

give the buyer the right, but not the obligation, to buy one commodity or sell another commodity at a set price on or before a given date.

**Future Settlement Risk** — Future settlement risk is the risk of counterparty nonperformance resulting in not receiving the asset or associated gains specified in the contract. Gains are derived from the change in market value of the contract due to a change in price of the underlying security. Mortgage TBAs are used to manage the market exposure of a security or asset class. A TBA is a contract for the purchase or sale of agency mortgage-backed securities to be delivered at a future agreed-upon date.

As of December 31, 2020 and 2019, the Master Trust has invested in derivative contracts, which are reflected in the Master Trust's statements of net assets as follows:

| 2020                       | Interest Rate        | Credit               | Foreign<br>Currency  | Equity               | Commodity           | Future<br>Settlement | Total                |
|----------------------------|----------------------|----------------------|----------------------|----------------------|---------------------|----------------------|----------------------|
| <b>Assets:</b>             |                      |                      |                      |                      |                     |                      |                      |
| Other investments:         |                      |                      |                      |                      |                     |                      |                      |
| Contracts for difference   | \$ -                 | \$ -                 | \$ -                 | \$ -                 | \$ -                | \$ -                 | \$ -                 |
| Options                    | 219                  | -                    | -                    | -                    | -                   | -                    | 219                  |
| Swaps                      | 4,544,815            | 23,889,641           | -                    | 446,679              | 5,626,353           | -                    | 34,507,488           |
| Other receivables:         |                      |                      |                      |                      |                     |                      |                      |
| Forward contracts          | -                    | -                    | 9,052,372            | -                    | -                   | -                    | 9,052,372            |
| Futures                    | 15,524,503           | -                    | 533,261              | 15,388,011           | 1,613,252           | -                    | 33,059,027           |
| Treasury forwards and TBAs | -                    | -                    | -                    | -                    | -                   | 374,688              | 374,688              |
| Total assets               | <u>\$ 20,069,537</u> | <u>\$ 23,889,641</u> | <u>\$ 9,585,633</u>  | <u>\$ 15,834,690</u> | <u>\$ 7,239,605</u> | <u>\$ 374,688</u>    | <u>\$ 76,993,794</u> |
| <b>Liabilities:</b>        |                      |                      |                      |                      |                     |                      |                      |
| Other liabilities:         |                      |                      |                      |                      |                     |                      |                      |
| Contracts for difference   | \$ -                 | \$ -                 | \$ -                 | \$ -                 | \$ -                | \$ -                 | \$ -                 |
| Forward contracts          | -                    | -                    | 12,053,471           | -                    | -                   | -                    | 12,053,471           |
| Futures                    | 1,189,347            | -                    | 2,122,890            | 33,996,033           | 725,734             | -                    | 38,034,004           |
| Options                    | 234,703              | 688,842              | -                    | -                    | 348,378             | -                    | 1,271,923            |
| Swaps                      | 3,519,044            | 9,423,203            | -                    | -                    | 1,425,806           | -                    | 14,368,053           |
| Treasury forwards and TBAs | -                    | -                    | -                    | -                    | -                   | 302,516              | 302,516              |
| Total liabilities          | <u>\$ 4,943,094</u>  | <u>\$ 10,112,045</u> | <u>\$ 14,176,361</u> | <u>\$ 33,996,033</u> | <u>\$ 2,499,918</u> | <u>\$ 302,516</u>    | <u>\$ 66,029,967</u> |
| <b>2019</b>                |                      |                      |                      |                      |                     |                      |                      |
| 2019                       | Interest Rate        | Credit               | Foreign<br>Currency  | Equity               | Commodity           | Future<br>Settlement | Total                |
| <b>Assets:</b>             |                      |                      |                      |                      |                     |                      |                      |
| Other investments:         |                      |                      |                      |                      |                     |                      |                      |
| Contracts for difference   | \$ -                 | \$ -                 | \$ -                 | \$ 400,894           | \$ -                | \$ -                 | \$ 400,894           |
| Options                    | 320,526              | -                    | -                    | -                    | 772,306             | -                    | 1,092,832            |
| Swaps                      | 3,608,325            | 28,362,916           | -                    | 236,135              | 3,410,382           | -                    | 35,617,758           |
| Other receivables:         |                      |                      |                      |                      |                     |                      |                      |
| Forward contracts          | -                    | -                    | 5,801,291            | -                    | -                   | -                    | 5,801,291            |
| Futures                    | 1,410,075            | -                    | 1,812,366            | 5,443,793            | 1,082,594           | -                    | 9,748,828            |
| Treasury forwards and TBAs | -                    | -                    | -                    | -                    | -                   | 1,161,303            | 1,161,303            |
| Total assets               | <u>\$ 5,338,926</u>  | <u>\$ 28,362,916</u> | <u>\$ 7,613,657</u>  | <u>\$ 6,080,822</u>  | <u>\$ 5,265,282</u> | <u>\$ 1,161,303</u>  | <u>\$ 53,822,906</u> |
| <b>Liabilities:</b>        |                      |                      |                      |                      |                     |                      |                      |
| Other liabilities:         |                      |                      |                      |                      |                     |                      |                      |
| Contracts for difference   | \$ -                 | \$ -                 | \$ -                 | \$ 958,699           | \$ -                | \$ -                 | \$ 958,699           |
| Forward contracts          | -                    | -                    | 6,756,953            | -                    | -                   | -                    | 6,756,953            |
| Futures                    | 13,936,313           | -                    | 391,568              | 1,662,543            | 2,213,284           | -                    | 18,203,708           |
| Options                    | 547,934              | 138,534              | -                    | -                    | 375,169             | -                    | 1,061,637            |
| Swaps                      | 1,634,177            | 10,165,541           | -                    | 230,567              | 787,451             | -                    | 12,817,736           |
| Treasury forwards and TBAs | -                    | -                    | -                    | -                    | -                   | 697,342              | 697,342              |
| Total liabilities          | <u>\$ 16,118,424</u> | <u>\$ 10,304,075</u> | <u>\$ 7,148,521</u>  | <u>\$ 2,851,809</u>  | <u>\$ 3,375,904</u> | <u>\$ 697,342</u>    | <u>\$ 40,496,075</u> |

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

### 7. DERIVATIVE FINANCIAL INSTRUMENTS (CONTINUED)

Realized gains and losses and the change in unrealized gains and losses are reflected in the Master Trust's statements of changes in net assets as net appreciation or depreciation in the fair value of investments. The effects of derivative contracts realized gains and losses and the change in unrealized gains and losses for the years ended December 31, 2020 and 2019, are reflected in the following tables:

| 2020                       | Interest Rate         | Credit                 | Foreign<br>Currency  | Equity                | Commodity              | Future<br>Settlement | Total                 |
|----------------------------|-----------------------|------------------------|----------------------|-----------------------|------------------------|----------------------|-----------------------|
| Net gains (losses):        |                       |                        |                      |                       |                        |                      |                       |
| Contracts for difference   | \$ -                  | \$ -                   | \$ -                 | \$ (9,089,314)        | \$ -                   | \$ -                 | \$ (9,089,314)        |
| Forward contracts          | -                     | -                      | (16,898,068)         | -                     | -                      | -                    | (16,898,068)          |
| Futures                    | 250,596,375           | -                      | 53,647,063           | 276,735,611           | (10,852,258)           | -                    | 570,126,791           |
| Options                    | 7,368,934             | 1,922,656              | -                    | 1,661,164             | 432,473                | -                    | 11,385,227            |
| Swaps                      | (18,739,028)          | (24,250,777)           | -                    | 79,733                | (39,884,775)           | -                    | (82,794,847)          |
| Treasury forwards and TBAs | -                     | -                      | -                    | -                     | -                      | 7,011,097            | 7,011,097             |
| Total net gains and losses | <u>\$ 239,226,281</u> | <u>\$ (22,328,121)</u> | <u>\$ 36,748,995</u> | <u>\$ 269,387,194</u> | <u>\$ (50,304,560)</u> | <u>\$ 7,011,097</u>  | <u>\$ 479,740,886</u> |

| 2019                       | Interest Rate         | Credit               | Foreign<br>Currency | Equity                | Commodity             | Future<br>Settlement | Total                 |
|----------------------------|-----------------------|----------------------|---------------------|-----------------------|-----------------------|----------------------|-----------------------|
| Net gains (losses):        |                       |                      |                     |                       |                       |                      |                       |
| Contracts for difference   | \$ -                  | \$ -                 | \$ -                | \$ 5,966,753          | \$ -                  | \$ -                 | \$ 5,966,753          |
| Forward contracts          | -                     | -                    | 11,484,610          | -                     | -                     | -                    | 11,484,610            |
| Futures                    | 261,122,749           | -                    | (11,613,462)        | 494,924,678           | 18,535,968            | -                    | 762,969,933           |
| Options                    | 3,212,833             | 1,784,868            | -                   | -                     | 733,405               | -                    | 5,731,106             |
| Swaps                      | (18,281,735)          | 36,648,147           | -                   | 1,767,534             | (23,997,066)          | -                    | (3,863,120)           |
| Treasury forwards and TBAs | -                     | -                    | -                   | -                     | -                     | 1,349,575            | 1,349,575             |
| Total net gains and losses | <u>\$ 246,053,847</u> | <u>\$ 38,433,015</u> | <u>\$ (128,852)</u> | <u>\$ 502,658,965</u> | <u>\$ (4,727,693)</u> | <u>\$ 1,349,575</u>  | <u>\$ 783,638,857</u> |

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

### 7. DERIVATIVE FINANCIAL INSTRUMENTS (CONTINUED)

The following tables summarize the gross notional value of derivative contracts outstanding as of December 31, 2020 and 2019. The gross notional amounts give an indication of the volume of the Master Trust's derivative activities and significantly exceed the fair value of the derivative investments, which is more representative of the theoretical economic exposure associated with derivatives in the Master Trust.

| 2020                      | Interest Rate           | Credit                  | Foreign<br>Currency     | Equity                  | Commodities           | Future<br>Settlement  | Total                    |
|---------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-----------------------|-----------------------|--------------------------|
| Forward contracts         | \$ -                    | \$ -                    | \$ 1,126,676,000        | \$ -                    | \$ -                  | \$ -                  | \$ 1,126,676,000         |
| Futures                   | 6,910,277,711           | -                       | 908,210,184             | 8,263,136,727           | 308,258,491           | -                     | 16,389,883,113           |
| Options                   | 339,556,168             | 802,519,823             | -                       | -                       | 13,470,086            | -                     | 1,155,546,077            |
| Swaps                     | 316,639,199             | 1,064,860,315           | -                       | 13,899,544              | 183,441,470           | -                     | 1,578,840,528            |
| Treasury forward and TBAs | -                       | -                       | -                       | -                       | -                     | 112,859,098           | 112,859,098              |
|                           | <u>\$ 7,566,473,078</u> | <u>\$ 1,867,380,138</u> | <u>\$ 2,034,886,184</u> | <u>\$ 8,277,036,271</u> | <u>\$ 505,170,047</u> | <u>\$ 112,859,098</u> | <u>\$ 20,363,804,816</u> |

  

| 2019                      | Interest Rate           | Credit                  | Foreign<br>Currency     | Equity                  | Commodities           | Future<br>Settlement  | Total                    |
|---------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-----------------------|-----------------------|--------------------------|
| Contracts for difference  | \$ -                    | \$ -                    | \$ -                    | \$ 43,851,065           | \$ -                  | \$ -                  | \$ 43,851,065            |
| Forward contracts         | -                       | -                       | 667,454,000             | -                       | -                     | -                     | 667,454,000              |
| Futures                   | 4,873,409,485           | -                       | 445,479,950             | 2,662,527,295           | 349,815,596           | -                     | 8,331,232,326            |
| Options                   | 412,252,939             | 255,390,225             | -                       | -                       | 951,264               | -                     | 668,594,428              |
| Swaps                     | 244,509,058             | 1,145,796,491           | -                       | 31,340,734              | 376,217,615           | -                     | 1,797,863,898            |
| Treasury forward and TBAs | -                       | -                       | -                       | -                       | -                     | 686,155,270           | 686,155,270              |
|                           | <u>\$ 5,530,171,482</u> | <u>\$ 1,401,186,716</u> | <u>\$ 1,112,933,950</u> | <u>\$ 2,737,719,094</u> | <u>\$ 726,984,475</u> | <u>\$ 686,155,270</u> | <u>\$ 12,195,150,987</u> |

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

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### 7. DERIVATIVE FINANCIAL INSTRUMENTS (CONTINUED)

Derivatives are generally used to manage the market exposure of a security, index or currency, or adjust the portfolio duration. Derivative contracts are instruments that derive their value from underlying assets, indices, reference interest rates, or a combination of these factors. Refer to Note 2 for further description of how derivative instruments are valued. Certain cash instruments, such as mortgage-backed TBAs, meet the definition of a derivative instrument under U.S. GAAP.

The nature of the counterparty and the settlement mechanism of the derivative affect the credit risk to which the Master Trust is exposed. For OTC derivatives such as swaps, forwards, options and TBAs, the Master Trust is exposed to the credit risk of the derivative counterparty.

For exchange-traded derivatives, such as futures and options, and “cleared” OTC swaps, the Master Trust is generally exposed to the credit risk of the relevant exchange or clearinghouse. Where possible, the Master Trust seeks to mitigate its credit risk exposures arising on derivatives transactions through the use of legally enforceable master netting arrangements and collateral agreements.

The Master Trust is also exposed to liquidity risk in the following situations:

- 1) When the derivative contracts require the Master Trust to post additional cash or securities collateral with counterparties as the fair value of the contracts moves in the counterparties’ favor, and the Master Trust’s receivables under related contracts are unavailable for offset or insufficient in value to offset the payment obligation to the counterparty.
- 2) When certain derivative contracts have credit-related contingent features under the International Swaps and Derivatives Association Master Agreement (generally swaps) with counterparties for contracts in a net liability position.

The Master Trust has liquidity risk if its assets decline by various, pre-specified rates over predetermined time periods. If this occurs, the Master Trust is required to post more collateral or may be required to pay off the open liability contracts given the counterparty’s right to terminate the contract. At December 31, 2020 and 2019, the Master Trust had a fair value of \$7,667,523 and \$1,607,806, respectively, in contracts in a net liability position with contingent features. \$4,292,977 and \$27,938,030, respectively, were posted in collateral against derivative contracts. There was no additional collateral required to be posted in the event that a contingent event had occurred at December 31, 2020 and December 31, 2019. Certain derivatives contracts also provide for the right to terminate the contract if a contingent event occurs. At December 31, 2020 and 2019, these terminations would have required the Master Trust to settle trades with a fair value of \$2,615,430 and \$3,660,833, respectively.

The Master Trust holds credit derivatives which are included in other investments and other liabilities on the statements of net assets. The fair value of credit derivatives where the Master Trust is the seller of the credit derivatives is \$8,761,950 and \$4,833,017 as of December 31, 2020 and 2019, respectively. The total gross notional value of credit derivatives where the Master Trust is the seller is \$481,201,091 and \$302,930,000 (0.70% and 0.49% of net assets) as of December 31, 2020 and 2019, respectively.

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

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### 8. PLAN AMENDMENTS

#### **BCERP Plan:**

The following amendment was reflected in the actuarial PVAB as of December 31, 2019:

- Effective January 1, 2020, the BCERP Plan was amended to increase the benefits for certain inactive Participants.

The following amendment had no impact on the December 31, 2019 PVAB, but will have a future impact on the PVAB:

- Effective May 1, 2021, the BCERP Plan was amended to expand the ongoing lump sum option to all eligible Participants.

#### **BNA Plan:**

The following amendment was reflected in the actuarial PVAB as of December 31, 2019:

- Effective August 22, 2019, the BNA Plan was amended to allow for the purchase of group annuity contracts for the benefit of the eligible Participants. The decrease in the actuarial PVAB as a result of the purchase of an allocated annuity contract during 2019 was approximately \$98,000,000. This was reflected in benefits paid including purchase of annuity contracts.

The following amendment had no impact on the December 31, 2019 PVAB, but will have a future impact on the PVAB:

- Effective May 1, 2021, the BNA Plan was amended to expand the ongoing lump sum option to all eligible Participants.

#### **PVP Plan:**

The following amendments were reflected in the actuarial PVAB as of December 31, 2019:

- Effective January 1, 2020, the PVP Plan was amended to increase the benefits for certain inactive Participants.
- Effective August 22, 2019, the PVP Plan was amended to allow for the purchase of group annuity contracts for the benefit of the eligible Participants. The decrease in the actuarial PVAB as a result of the purchase of an allocated annuity contract during 2019 was approximately \$652,000,000. This was reflected in benefits paid including purchase of annuity contracts.

# THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS

## NOTES TO FINANCIAL STATEMENTS

AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

### 9. RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

Certain Master Trust investments are managed by J.P. Morgan Asset Management. J.P. Morgan Asset Management is an affiliate of J.P. Morgan, the trustee for the Master Trust and the Plans; therefore, these transactions qualify as related party and party-in-interest transactions. The investment management fees to J.P. Morgan Asset Management are paid at the Master Trust level.

At December 31, 2020 and 2019, the Master Trust held 15,405,726 and 0 shares, respectively, of common stock of the Company, with fair value of \$3,297,749,708 and \$0, and a cost basis of \$2,763,171,015 and \$0, respectively. The common stock of the Company is included in common and preferred stock on the Master Trust's statement of net assets as of December 31, 2020. During the years ended December 31, 2020 and 2019, the Master Trust had dividend income of \$0 from common stock of the Company.

The EBIC has delegated exclusive authority for management and disposition of the common stock of the Company held within the Master Trust to Newport Trust Company ("Newport"), an independent fiduciary and investment manager. When Newport disposes of shares, the proceeds are used for liquidity needs or reinvested into other asset classes.

### 10. NONEXEMPT PARTY-IN-INTEREST TRANSACTIONS

Certain reportable nonexempt party-in-interest transactions occurred. The Plans were corrected according to the guiding principles of the Department of Labor's Voluntary Fiduciary Correction Program, which involved remitting the total principal and associated lost earnings to the Plans. The table below details the principal amounts of the prohibited transactions ("PT") for each Plan.

| Date PT Occurred  | Date PT Corrected             | Description of PT                                                                    | BCERP Plan | BNA Plan | BSS Plan | BSSB Plan | Hourly East Plan | Hourly West Plan | NCRP Plan | PVP Plan  |
|-------------------|-------------------------------|--------------------------------------------------------------------------------------|------------|----------|----------|-----------|------------------|------------------|-----------|-----------|
| December 28, 2018 | May 7, 2019                   | Plan assets were inadvertently used to make an overpayment to a third-party provider |            | \$ 412   |          |           |                  |                  |           | \$ 764    |
| December 12, 2019 | March 6, 2020<br>May 15, 2020 | Plan assets were inadvertently used to make an overpayment to a third-party provider | \$ 15,787  | \$ 2,550 | \$ 869   | \$ 166    | \$ 1,359         | \$ 1,642         | \$ 518    | \$ 23,463 |

### 11. TAX STATUS

The Internal Revenue Service determined and informed the Company by letters dated March 6, 2015 (for the BCERP, BNA, BSSB, Hourly East, and Hourly West Plans), May 7, 2015 (for the NCRP Plan), May 11, 2015 (for the PVP Plan) and June 9, 2015 (for the BSS Plan) that the Plans and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). The Plans have been amended since receiving their determination letters. The Plans' administrator believes that the Plans are designed and are currently being operated in compliance with the applicable requirements of the IRC. Therefore, the Plans' administrator believes the Plans' tax-exempt status has not been affected, and no provision for income taxes has been included in the Plans' financial statements.

**The Boeing Company Employee Retirement Plan**  
**Employer Identification Number: 91-0425694**  
**Plan Number: 001**

**FORM 5500, SCHEDULE G, PART III – SCHEDULE OF NONEXEMPT TRANSACTIONS**  
**FOR THE YEAR ENDED DECEMBER 31, 2020**

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| <u>Party Involved</u> | <u>Relationship to Plan</u> | <u>Description of Transaction</u>                                                             | <u>Cost of<br/>Asset</u> | <u>Current<br/>Value of<br/>Asset</u> | <u>Net Gain on<br/>Each<br/>Transaction</u> |
|-----------------------|-----------------------------|-----------------------------------------------------------------------------------------------|--------------------------|---------------------------------------|---------------------------------------------|
| Ernst & Young         | Service Provider            | Plan assets were<br>inadvertently used to make an<br>overpayment to a third-party<br>provider | \$ 15,787                | \$ 15,973                             | \$ 186                                      |

Boeing North American Retirement Plan  
Employer Identification Number: 91-0425694  
Plan Number: 048

**FORM 5500, SCHEDULE G, PART III – SCHEDULE OF NONEXEMPT TRANSACTIONS  
FOR THE YEAR ENDED DECEMBER 31, 2020**

| <u>Party Involved</u> | <u>Relationship to Plan</u> | <u>Description of Transaction</u>                                                    | <u>Cost of Asset</u> | <u>Current Value of Asset</u> | <u>Net Gain on Each Transaction</u> |
|-----------------------|-----------------------------|--------------------------------------------------------------------------------------|----------------------|-------------------------------|-------------------------------------|
| Ernst & Young         | Service Provider            | Plan assets were inadvertently used to make an overpayment to a third-party provider | \$ 2,550             | \$ 2,580                      | \$ 30                               |

**BSS Retirement Plan****Employer Identification Number: 91-0425694****Plan Number: 060****FORM 5500, SCHEDULE G, PART III – SCHEDULE OF NONEXEMPT TRANSACTIONS  
FOR THE YEAR ENDED DECEMBER 31, 2020**

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| <u>Party Involved</u> | <u>Relationship to Plan</u> | <u>Description of Transaction</u>                                                             | <u>Cost of<br/>Asset</u> | <u>Current<br/>Value of<br/>Asset</u> | <u>Net Gain on<br/>Each<br/>Transaction</u> |
|-----------------------|-----------------------------|-----------------------------------------------------------------------------------------------|--------------------------|---------------------------------------|---------------------------------------------|
| Ernst & Young         | Service Provider            | Plan assets were<br>inadvertently used to make an<br>overpayment to a third-party<br>provider | \$ 869                   | \$ 879                                | \$ 10                                       |

**BSS Retirement Plan for Bargained Employees**  
**Employer Identification Number: 91-0425694**  
**Plan Number: 061**

**FORM 5500, SCHEDULE G, PART III – SCHEDULE OF NONEXEMPT TRANSACTIONS**  
**FOR THE YEAR ENDED DECEMBER 31, 2020**

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| <u>Party Involved</u> | <u>Relationship to Plan</u> | <u>Description of Transaction</u>                                                    | <u>Cost of Asset</u> | <u>Current Value of Asset</u> | <u>Net Gain on Each Transaction</u> |
|-----------------------|-----------------------------|--------------------------------------------------------------------------------------|----------------------|-------------------------------|-------------------------------------|
| Ernst & Young         | Service Provider            | Plan assets were inadvertently used to make an overpayment to a third-party provider | \$ 166               | \$ 168                        | \$ 2                                |

Employee Retirement Income Plan – Hourly East  
Employer Identification Number: 91-0425694  
Plan Number: 103

**FORM 5500, SCHEDULE G, PART III – SCHEDULE OF NONEXEMPT TRANSACTIONS  
FOR THE YEAR ENDED DECEMBER 31, 2020**

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| <u>Party Involved</u> | <u>Relationship to Plan</u> | <u>Description of Transaction</u>                                                             | <u>Cost of<br/>Asset</u> | <u>Current<br/>Value of<br/>Asset</u> | <u>Net Gain on<br/>Each<br/>Transaction</u> |
|-----------------------|-----------------------------|-----------------------------------------------------------------------------------------------|--------------------------|---------------------------------------|---------------------------------------------|
| Ernst & Young         | Service Provider            | Plan assets were<br>inadvertently used to make an<br>overpayment to a third-party<br>provider | \$ 1,359                 | \$ 1,375                              | \$ 16                                       |

Employee Retirement Income Plan – Hourly West  
Employer Identification Number: 91-0425694  
Plan Number: 102

**FORM 5500, SCHEDULE G, PART III – SCHEDULE OF NONEXEMPT TRANSACTIONS  
FOR THE YEAR ENDED DECEMBER 31, 2020**

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| <u>Party Involved</u> | <u>Relationship to Plan</u> | <u>Description of Transaction</u>                                                              | <u>Cost of<br/>Asset</u> | <u>Current<br/>Value of<br/>Asset</u> | <u>Net Gain on<br/>Each<br/>Transaction</u> |
|-----------------------|-----------------------------|------------------------------------------------------------------------------------------------|--------------------------|---------------------------------------|---------------------------------------------|
| Ernst & Young         | Service Provider            | Plan assets were<br>inadvertently used to make<br>an overpayment to a third-<br>party provider | \$ 1,642                 | \$ 1,661                              | \$ 19                                       |

**Non-Contributory Retirement Plan**  
**Employer Identification Number: 91-0425694**  
**Plan Number: 005**

**FORM 5500, SCHEDULE G, PART III – SCHEDULE OF NONEXEMPT TRANSACTIONS  
FOR THE YEAR ENDED DECEMBER 31, 2020**

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| Party Involved | Relationship to Plan | Description of Transaction                                                           | Cost of | Current  | Net Gain on |
|----------------|----------------------|--------------------------------------------------------------------------------------|---------|----------|-------------|
|                |                      |                                                                                      | Asset   | Value of | Each        |
|                |                      |                                                                                      | Asset   | Asset    | Transaction |
| Ernst & Young  | Service Provider     | Plan assets were inadvertently used to make an overpayment to a third-party provider | \$ 518  | \$ 524   | \$ 6        |

**The Pension Value Plan for Employees of The Boeing Company**

**Employer Identification Number: 91-0425694**

**Plan Number: 100**

**FORM 5500, SCHEDULE G, PART III – SCHEDULE OF NONEXEMPT TRANSACTIONS  
FOR THE YEAR ENDED DECEMBER 31, 2020**

| Party Involved | Relationship to Plan | Description of Transaction                                                           | Cost of Asset | Current Value<br>of Asset | Net Gain on<br>Each<br>Transaction |
|----------------|----------------------|--------------------------------------------------------------------------------------|---------------|---------------------------|------------------------------------|
| Ernst & Young  | Service Provider     | Plan assets were inadvertently used to make an overpayment to a third-party provider | \$ 23,463     | \$ 23,740                 | \$ 277                             |

# SCHEDULE SB ATTACHMENTS

## Schedule SB, Line 26

### Schedule of Active Participant Data as of January 1, 2020<sup>1</sup>

| Attained Age | Attained Years of Credited Service <sup>2</sup> |     |       |       |       |        |       |       |       |       |       |       |           | Total  |
|--------------|-------------------------------------------------|-----|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-----------|--------|
|              | 0                                               | 1   | 2     | 3     | 4     | 5-9    | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40 & Over |        |
| Under 25     | 0                                               | 0   | 0     | 0     | 0     | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0         | 0      |
| 25-29        | 54                                              | 23  | 38    | 40    | 254   | 583    | 0     | 0     | 0     | 0     | 0     | 0     | 0         | 992    |
| 30-34        | 81                                              | 87  | 143   | 171   | 458   | 2,791  | 291   | 0     | 0     | 0     | 0     | 0     | 0         | 4,022  |
| 35-39        | 94                                              | 129 | 194   | 218   | 487   | 2,607  | 1,472 | 17    | 0     | 0     | 0     | 0     | 0         | 5,218  |
| 40-44        | 50                                              | 99  | 127   | 135   | 340   | 1,913  | 930   | 269   | 50    | 0     | 0     | 0     | 0         | 3,913  |
| 45-49        | 56                                              | 84  | 142   | 150   | 365   | 2,023  | 939   | 572   | 416   | 50    | 0     | 0     | 0         | 4,797  |
| 50-54        | 68                                              | 115 | 156   | 159   | 407   | 2,066  | 1,067 | 1,009 | 927   | 1,175 | 269   | 0     | 0         | 7,418  |
| 55-59        | 85                                              | 120 | 163   | 167   | 398   | 1,995  | 1,150 | 1,255 | 1,071 | 1,816 | 1,472 | 162   | 2         | 9,856  |
| 60-64        | 50                                              | 62  | 90    | 73    | 268   | 1,222  | 634   | 686   | 625   | 845   | 765   | 615   | 64        | 5,999  |
| 65-69        | 14                                              | 13  | 16    | 26    | 81    | 345    | 147   | 219   | 171   | 226   | 161   | 163   | 73        | 1,655  |
| 70 & over    | 2                                               | 0   | 2     | 0     | 6     | 34     | 15    | 13    | 14    | 21    | 11    | 14    | 14        | 146    |
| Total        | 554                                             | 732 | 1,071 | 1,139 | 3,064 | 15,579 | 6,645 | 4,040 | 3,274 | 4,133 | 2,678 | 954   | 153       | 44,016 |

<sup>1</sup> Includes active participants, laid-off participants, pending terminations, participants on leave of absence, and suspended participants.

<sup>2</sup> Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: The Boeing Company Employee Retirement Plan

EIN / PN: 91-0425694/001

Plan Sponsor: The Boeing Company

Valuation Date: January 1, 2020

# SCHEDULE SB ATTACHMENTS

## Schedule SB, Line 26

### Schedule of Active Participant Data as of January 1, 2020<sup>1</sup>

Number and average plan compensation limited by IRC §401(a)(17) distributed by attained age and attained years of credited service

| Attained Age | Attained Years of Credited Service <sup>2</sup> |         |         |         |         |         |         |         |         |           | Total   |
|--------------|-------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|-----------|---------|
|              | Under 1                                         | 1-4     | 5-9     | 10-14   | 15-19   | 20-24   | 25-29   | 30-34   | 35-39   | 40 & Over |         |
| Under 25     | 0                                               | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0         | 0       |
|              | -                                               | -       | -       | -       | -       | -       | -       | -       | -       | -         | -       |
| 25-29        | 8                                               | 44      | 232     | 0       | 0       | 0       | 0       | 0       | 0       | 0         | 284     |
|              | -                                               | 104,054 | 114,522 | -       | -       | -       | -       | -       | -       | -         | 112,661 |
| 30-34        | 18                                              | 71      | 998     | 193     | 0       | 0       | 0       | 0       | 0       | 0         | 1,280   |
|              | -                                               | 113,049 | 117,888 | 125,293 | -       | -       | -       | -       | -       | -         | 118,659 |
| 35-39        | 38                                              | 55      | 637     | 1,165   | 15      | 0       | 0       | 0       | 0       | 0         | 1,910   |
|              | 117,575                                         | 119,746 | 118,916 | 139,516 | -       | -       | -       | -       | -       | -         | 131,877 |
| 40-44        | 16                                              | 31      | 385     | 632     | 163     | 45      | 0       | 0       | 0       | 0         | 1,272   |
|              | -                                               | 126,728 | 122,509 | 143,005 | 155,016 | 153,856 | -       | -       | -       | -         | 138,204 |
| 45-49        | 15                                              | 30      | 315     | 509     | 198     | 363     | 38      | 0       | 0       | 0         | 1,468   |
|              | -                                               | 135,087 | 130,515 | 140,859 | 151,298 | 160,024 | 147,625 | -       | -       | -         | 144,664 |
| 50-54        | 23                                              | 50      | 294     | 418     | 242     | 429     | 508     | 174     | 0       | 0         | 2,138   |
|              | 150,562                                         | 130,794 | 133,463 | 144,525 | 151,379 | 153,013 | 158,970 | 160,673 | -       | -         | 149,973 |
| 55-59        | 18                                              | 56      | 309     | 458     | 312     | 399     | 554     | 972     | 85      | 2         | 3,165   |
|              | -                                               | 139,138 | 139,702 | 148,719 | 161,198 | 157,148 | 159,601 | 172,134 | 173,675 | -         | 159,637 |
| 60-64        | 12                                              | 32      | 187     | 277     | 185     | 216     | 246     | 369     | 239     | 56        | 1,819   |
|              | -                                               | 150,112 | 141,302 | 145,242 | 157,946 | 150,485 | 152,590 | 170,056 | 173,390 | 163,364   | 157,124 |
| 65-69        | 2                                               | 10      | 61      | 70      | 53      | 75      | 57      | 79      | 61      | 53        | 521     |
|              | -                                               | -       | 140,743 | 140,035 | 161,196 | 149,070 | 143,475 | 153,051 | 161,597 | 159,776   | 150,670 |
| 70 & over    | 0                                               | 0       | 7       | 8       | 4       | 3       | 6       | 5       | 7       | 8         | 48      |
|              | -                                               | -       | -       | -       | -       | -       | -       | -       | -       | -         | 156,705 |
| Total        | 150                                             | 379     | 3,425   | 3,730   | 1,172   | 1,530   | 1,409   | 1,599   | 392     | 119       | 13,905  |
|              | 128,292                                         | 126,206 | 124,587 | 141,705 | 156,268 | 155,177 | 157,123 | 169,471 | 171,362 | 161,314   | 145,390 |

<sup>1</sup> Includes participants who are currently accruing pay increases.

<sup>2</sup> Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: The Boeing Company Employee Retirement Plan

EIN / PN: 91-0425694/001

Plan Sponsor: The Boeing Company

Valuation Date: January 1, 2020

# SCHEDULE SB ATTACHMENTS

## Schedule SB, Line 26

### Schedule of Active Participant Data for Frozen Plans as of January 1, 2020<sup>1</sup>

Number and average annual frozen benefit distributed by attained age and attained years of credited service

| Attained Age | Attained Years of Credited Service <sup>2</sup> |       |        |        |        |        |        |        |        |           | Total  |
|--------------|-------------------------------------------------|-------|--------|--------|--------|--------|--------|--------|--------|-----------|--------|
|              | Under 1                                         | 1-4   | 5-9    | 10-14  | 15-19  | 20-24  | 25-29  | 30-34  | 35-39  | 40 & Over |        |
| Under 25     | 0                                               | 0     | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0         | 0      |
|              | -                                               | -     | -      | -      | -      | -      | -      | -      | -      | -         | -      |
| 25-29        | 46                                              | 311   | 351    | 0      | 0      | 0      | 0      | 0      | 0      | 0         | 708    |
|              | 613                                             | 4,512 | 6,579  | -      | -      | -      | -      | -      | -      | -         | 5,284  |
| 30-34        | 63                                              | 788   | 1,793  | 98     | 0      | 0      | 0      | 0      | 0      | 0         | 2,742  |
|              | 541                                             | 4,215 | 7,988  | 12,178 | -      | -      | -      | -      | -      | -         | 6,883  |
| 35-39        | 56                                              | 973   | 1,970  | 307    | 2      | 0      | 0      | 0      | 0      | 0         | 3,308  |
|              | 714                                             | 4,180 | 8,426  | 14,015 | -      | -      | -      | -      | -      | -         | 7,574  |
| 40-44        | 34                                              | 670   | 1,528  | 298    | 106    | 5      | 0      | 0      | 0      | 0         | 2,641  |
|              | 802                                             | 4,224 | 8,352  | 14,929 | 19,654 | -      | -      | -      | -      | -         | 8,438  |
| 45-49        | 41                                              | 711   | 1,708  | 430    | 374    | 53     | 12     | 0      | 0      | 0         | 3,329  |
|              | 768                                             | 4,409 | 8,484  | 15,566 | 19,990 | 25,536 | -      | -      | -      | -         | 10,076 |
| 50-54        | 45                                              | 787   | 1,772  | 649    | 767    | 498    | 667    | 95     | 0      | 0         | 5,280  |
|              | 581                                             | 4,348 | 8,563  | 16,016 | 21,447 | 27,019 | 31,673 | 35,568 | -      | -         | 15,801 |
| 55-59        | 67                                              | 792   | 1,686  | 692    | 943    | 672    | 1,262  | 500    | 77     | 0         | 6,691  |
|              | 482                                             | 4,337 | 8,536  | 16,515 | 22,974 | 28,528 | 32,463 | 37,197 | 42,989 | -         | 19,877 |
| 60-64        | 38                                              | 461   | 1,035  | 357    | 501    | 409    | 599    | 396    | 376    | 8         | 4,180  |
|              | 600                                             | 4,397 | 8,275  | 15,113 | 20,779 | 27,717 | 32,831 | 38,002 | 42,930 | -         | 21,289 |
| 65-69        | 12                                              | 126   | 284    | 77     | 166    | 96     | 169    | 82     | 102    | 20        | 1,134  |
|              | -                                               | 4,568 | 8,178  | 14,633 | 19,920 | 25,974 | 31,722 | 36,639 | 42,981 | 48,740    | 20,774 |
| 70 & over    | 2                                               | 8     | 27     | 7      | 9      | 11     | 15     | 6      | 7      | 6         | 98     |
|              | -                                               | -     | 3,986  | -      | -      | -      | -      | -      | -      | -         | 9,661  |
| Total        | 404                                             | 5,627 | 12,154 | 2,915  | 2,868  | 1,744  | 2,724  | 1,079  | 562    | 34        | 30,111 |
|              | 621                                             | 4,306 | 8,314  | 15,442 | 21,440 | 27,562 | 32,197 | 37,201 | 42,561 | 45,664    | 14,394 |

<sup>1</sup> Includes active participants, with frozen accrued benefits.

<sup>2</sup> Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: The Boeing Company Employee Retirement Plan

EIN / PN: 91-0425694/001

Plan Sponsor: The Boeing Company

Valuation Date: January 1, 2020

# SCHEDULE SB ATTACHMENTS

## Schedule SB, Part V Statement of Actuarial Assumptions/Methods

### Economic Assumptions

#### Interest rate basis

- Applicable month September 2019
- Interest rate basis 3-Segment rates

| Interest rates                      | Reflecting Stabilization | Not Reflecting Stabilization |
|-------------------------------------|--------------------------|------------------------------|
| ■ First segment rate                | 3.64%                    | 2.79%                        |
| ■ Second segment rate               | 5.21%                    | 3.92%                        |
| ■ Third segment rate                | 5.94%                    | 4.38%                        |
| ■ Effective interest rate           | 5.40%                    | 4.08%                        |
| ■ Lump sum conversion interest rate | Valuation segment rates  | Valuation segment rates      |

#### Annual rates of increase

- Salary increase: Exhibit A
- Future Social Security wage bases 3.00%
- Statutory limits on compensation 2.50%

**Assumed earnings rate on investments** 6.11%<sup>1</sup>

Rates not reflecting stabilization are used to determine PBGC variable rate premiums if the alternate method is used, and are used to determine the deductible limit, PBGC FTAP, and the PBGC 4010 FS.

<sup>1</sup> Used to develop the expected return in 2019 for the development of the actuarial value of assets. Represents the lesser of the long-term asset return and third segment rate used for the 2019 valuation.

Plan Name: The Boeing Company Employee Retirement Plan  
EIN / PN: 91-0425694/001  
Plan Sponsor: The Boeing Company  
Valuation Date: January 1, 2020

# SCHEDULE SB ATTACHMENTS

## Demographic Assumptions

### Mortality

- Healthy  
For all participants: The prescribed mortality assumption under Section 430(h)(3)(A) of the Internal Revenue Code using static tables with separate mortality rates for annuitants (based on RP-2006 "Healthy Annuitants" table without collar or amount adjustments, projected forward with a static projection using Scale MP-2018) and non-annuitants (based on RP-2006 "Employees" table without collar or amount adjustments, projected forward with a static projection using Scale MP-2018) (Exhibit B).
- Disabled  
Alternative disabled life mortality table after 1994, as defined under IRS Revenue Ruling 96-7 (Exhibit C).
- Lump Sum Conversion  
The applicable 417(e) mortality table.

### Termination

Rates varying by service:

| Years of service | Rate |
|------------------|------|
| 0-3              | 8.5% |
| 4-12             | 3.0% |
| 13-22            | 2.0% |
| 23+              | 1.0% |

Rates are 0.00% when eligible to retire

Included in the termination rate above is the bridge eligible layoff decrement rate. For participants not yet retirement eligible, but meeting the age and service requirements to bridge into early retirement after layoff, 50% are assumed to be offered a bridge eligible layoff.

### Disability

0.25% at each eligible age.

Plan Name: The Boeing Company Employee Retirement Plan  
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Plan Sponsor: The Boeing Company  
Valuation Date: January 1, 2020

# SCHEDULE SB ATTACHMENTS

## Retirement

Rates varying by age and SPEEA indicator.

The rates at which participants retire are shown below.

| Age | Non-SPEEA Rate | SPEEA Rate |
|-----|----------------|------------|
| 55  | 7.0%           | 7.5%       |
| 56  | 7.0%           | 7.5%       |
| 57  | 7.0%           | 7.5%       |
| 58  | 7.0%           | 11.0%      |
| 59  | 10.0%          | 13.0%      |
| 60  | 11.0%          | 15.0%      |
| 61  | 12.0%          | 17.0%      |
| 62  | 13.0%          | 19.0%      |
| 63  | 14.0%          | 21.0%      |
| 64  | 15.0%          | 23.6%      |
| 65  | 20.0%          | 26.2%      |
| 66  | 20.0%          | 28.8%      |
| 67  | 20.0%          | 31.4%      |
| 68  | 20.0%          | 34.0%      |
| 69  | 20.0%          | 34.0%      |
| 70  | 100.0%         | 100.0%     |

Rates are 0.0% if not eligible to retire.

### Benefit commencement date:

- Survivor benefits  
Surviving spouse benefits commence at the later of the death of the active participant or the date the participant would have attained age 55 or early retirement eligibility.
- Termination  
The later of age 62 or termination of employment.
- Disability  
Immediately if participant is age 50 with at least 10 years of vesting service, otherwise age 65.
- Retirement benefit  
Upon termination of employment.

### Benefit commencement for terminated vested participants

Terminated vested participants are assumed to commence benefits at age 62, or immediately if between age 62 and 65. Terminated vested participants over age 65 are assumed to commence benefits immediately and collect a retroactive payment equal to the sum of their missed payments plus interest.

### Missing participants

Deferred vested participants identified by the Plan Administrator as missing, as indicated by a forfeiture flag in the data, are included in the participant counts and demographic information,

Plan Name: The Boeing Company Employee Retirement Plan  
EIN / PN: 91-0425694/001  
Plan Sponsor: The Boeing Company  
Valuation Date: January 1, 2020

## SCHEDULE SB ATTACHMENTS

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but have zero liability. It is assumed that no claim for these benefits will be made.

### Form of payment

35% of participants in labor groups where lump sums are offered who are active and not yet age 70 as of the valuation date are assumed to elect an immediate voluntary single lump sum payment at decrement. The remaining active participants are assumed to elect the following forms if retiring from active status:

- Single participants: single life annuity;
- Male married participants: single life annuity 25% of the time, a joint and 50% survivor annuity 37.5% of the time, and a joint and 100% survivor annuity 37.5% of the time. The joint and survivor forms include a “pop-up” feature and are actuarially reduced from the life annuity.
- Female married participants: single life annuity 33% of the time, a joint and 50% survivor annuity 33% of the time, and a joint and 100% survivor annuity 33% of the time. The joint and survivor forms include a “pop-up” feature and are actuarially reduced from the life annuity.

65% of participants in labor groups where lump sums are offered who are terminated vested and not yet age 62 as of the valuation date are assumed to elect a lump sum. Other terminated vested participants are assumed to elect a single life annuity.

### Percent married

80% of males and 60% of females

### Spouse age

Wife three years younger than male employees, husband two years older than female employees.

### Pensionable pay

Pensionable pay for prior years provided by Boeing’s third party administrator. Pensionable pay for current year is sum of the following:

- (1) Base pay rate at beginning of current year.
- (2) Assumed pay increase on March 1 based on valuation assumption.
- (3) Load of 5% applied to the base pay rate to estimate bonuses received by unions.

### Administrative expense

Plan-related expenses are assumed to be the actual prior year administrative expenses, adjusted for the expected change in PBGC premium, rounded up to two significant digits. The

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assumed administrative expense is \$81,000,000 for 2020 and is \$95,000,000 for 2019.

### **Western Metals Industry Pension Fund - Participation**

Active participants in Labor Group Code 216, Portland IAM Unit 24, are assumed to be participants of the Western Metals Industry Pension Fund, a multiemployer plan. Their Western Metals Industry Pension Fund service is assumed to be consistent with the service under the BCERP.

### **Western Metal Industry Pension Fund – Hours Worked**

For each year of service before November 1, 2016, 2080 hours are assumed, and prorated for partial years of service.

### **Deferred participants presumed to be deceased**

A third-party vendor identified participants who are believed to be deceased. Those among this group who were listed as deferred in the Plan Administrator's census data are valued by applying a 40% multiplier to their liability, as a simplifying assumption to reflect the value of a Qualified Preretirement Survivor Annuity (QPSA) for the portion who are assumed to be married under the valuation assumptions.

## **Methods**

### **Valuation date**

First day of plan year

### **Funding target**

Present value of accrued benefits as required by regulations under IRC §430.

### **Target normal cost**

Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

### **Actuarial value of assets**

Average of the market value of assets on the valuation date and the preceding two valuation dates, adjusted for contributions, benefits, administrative expenses and expected return (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of the market value on the valuation date, including contributions receivable (discounted using the effective interest rate for the prior plan year).

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## Funding policy

The funding policy of the Plan is to contribute an amount each year that is at least equal to the minimum required contribution under federal law and that is tax-deductible under the Internal Revenue Code.

## Benefits not valued

All benefits described in the Plan Provisions section of this report were valued based on discussions with Boeing regarding the likelihood that these benefits will be paid. Willis Towers Watson has reviewed the plan provisions with Boeing and, based on that review, is not aware of any significant benefits required to be valued that were not.

## Sources of Data and Other Information

Willis Towers Watson used asset data supplied by Boeing. Boeing furnished the dates and amounts of the plan contributions. Boeing, through its third-party administrator, furnished participant data as of January 1, 2020. Data for active plan participants as of January 1, 2020, includes accrued benefits for frozen participants determined by the plan administrator. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available. Data estimates and assumptions are documented in a data assumptions memo sent to Boeing on July 22, 2020. In addition to the data assumptions and estimates provided on July 22, 2020, the Western Metals Industry Pension Fund offset to the accrued benefit was estimated as described above for participants of Labor Group Code 216. A third-party vendor, PBI, identified participants who are believed to be deceased. This additional death information was included in the data used for the valuation, as described above.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

## Assumptions Rationale - Significant Economic Assumptions

|                                          |                                                                                                                                                                                                                                 |
|------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Discount rate</b>                     | The basis chosen by the plan sponsor is among the choices prescribed by law, all of which are based on observed market data over certain periods of time.                                                                       |
| <b>Pay load assumption</b>               | The BCERP pay load assumption is based on our understanding of the target EIP for SPEEA participants of 5% and Boeing's estimate of annualized ratification bonuses for other bargaining units.                                 |
| <b>Rates of increase in compensation</b> | Assumed compensation increases are based on actual compensation increases received by the participant population over the period 2014 – 2018, adjusted for future expectations of pay increases. The analysis of historical pay |

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increases was presented in the experience study delivered to Boeing on November 13, 2019.

### **Lump sum conversion rate**

As required by IRC §430, lump sum benefits are valued using “annuity substitution”, so that the interest rates assumed are effectively the same as described above for the discount rate.

### **Pension Plan administrative expenses**

Administrative expenses are based on the prior year’s actual administrative expenses and expected changes in PBGC premiums rounded to two significant figures.

### **Assumed Earnings Rate on Investments for Asset Smoothing**

The assumed return of 6.11% used for asset smoothing is the third segment rate. Although we have not explicitly determined an expected return on assets, the expected return on assets assumption chosen by Boeing with the help of their investment advisers under U.S. GAAP for 2019 is 6.75%. Although determining the expected rate of return on plan assets was not within the scope of our work, it is the client’s best estimate and we determined that it does not significantly conflict with what would be reasonable based on their asset allocation.

## **Assumptions Rationale - Significant Demographic Assumptions**

### **Healthy Mortality**

Assumptions used for funding purposes are among the choices prescribed by IRC §430(h).

### **Disabled Mortality**

IRC §430(h)(3)(D) provides for the use of separate mortality tables with respect to certain individuals who are entitled to benefits on account of disability. Disabled mortality tables from IRS Revenue Ruling 96-7 have been selected. These separate mortality tables are permitted to be used with respect to disabled individuals in lieu of the generally applicable mortality tables provided pursuant to IRC §430(h)(3)(A) or the substitute mortality tables under IRC §430(h)(3)(C). Disabled mortality improvement is not assumed beyond the valuation date because the assumption is considered to be immaterial.

### **Termination**

The assumed termination rates are based on actual termination experience by the plan over the period 2014 – 2018 for SPEEA participants and 2013 – 2015 and 2017 – 2018 for non-SPEEA participants, with consideration for

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future conditions that might be expected to produce different results in the future. 2016 experience for non-SPEEA participants was not incorporated because it was a year of atypical turn-over experience due to layoffs. The analysis of historical termination rates was presented in the experience study delivered to Boeing on November 13, 2019.

### **Retirement**

The assumed rates of retirement from active employment are based on actual retirement experience by the plan over the period 2014 – 2018, for SPEEA participants and 2013 – 2015 and 2017 – 2018 for non-SPEEA participants, with consideration for future conditions that might be expected to produce different results in the future. 2016 experience for non-SPEEA participants was not incorporated because it was a year of atypical retirement experience due to layoffs. The analysis of historical rates of retirement from active employment was presented in the experience study delivered to Boeing on November 13, 2019.

### **Deferred Vested Benefit Commencement Date**

Deferred vested participants' assumed commencement age is a single age intended to capture the average age at commencement, based on plan experience. The analysis of historical ages of benefit commencement for deferred vested participants was presented in the experience study delivered to Boeing on November 13, 2019.

### **Bridge Eligible Layoff Assumption**

Bridge eligible layoff rates are based on recent historical experience and the plan sponsor's best estimate for occurrence of bridge eligible layoffs. The analysis of bridge eligible layoffs during 2017 for active participants was presented in the experience study delivered to Boeing on November 12, 2018.

### **Lump Sum Election Rate From Active Status**

The lump sum election assumption is based on the plan's recent lump sum experience for this population and reflects expected future experience. This assumption only applies to labor groups within BCERP who are offered an ongoing lump sum option. The analysis of historical lump sum elections for active participants was presented in the

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experience study delivered to Boeing on November 13, 2019.

## **Vested Terminated Lump Sum Election Rate**

The lump sum election assumption is based on the plan's recent lump sum experience for this population and reflects expected future experience. This assumption only applies to labor groups within BCERP who are offered an ongoing lump sum option. The analysis of historical lump sum elections for vested terminated participants was presented in the experience study delivered to Boeing on November 13, 2019.

## **Prescribed Methods**

### **Funding methods**

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are "prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

## **Changes in Assumptions and Methods**

- The segment interest rates used to calculate the funding target and target normal cost were updated from an applicable month of September 2018 to September 2019 before application of interest rate stabilization corridors. In addition, the segment interest rates were updated from reflecting interest rate corridors applicable for a January 1, 2019 valuation to those applicable for a January 1, 2020 valuation.
- The assumed mortality for healthy participants has been updated to use the MP-2018 projection scale as specified in the regulations under §1.430(h)(3)-1.
- The retirement rates from active status for SPEEA employees were increased to more closely reflect 5-year average retirement experience by this group over the period 2014 – 2018, with considerations for conditions that might be expected to produce different results in the future. The analysis of historical rates of retirement from active employment was presented in the experience study delivered to Boeing on November 13, 2019.
- The salary increase assumption for SPEEA active participants was decreased starting at age 35 to more closely reflect 5-year average experience by this group over the period 2014 – 2018, with considerations for conditions that might be expected to produce different results in the future. The analysis of historical rates of salary increase was presented in the experience study delivered to Boeing on November 13, 2019.

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- The bonus pay load assumption for SPEEA active participants was updated from 4% to 5% to account for the average additional bonus expected based on the current SPEEA contract.

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### Annual Rates of Increase in Salaries

### Exhibit A

| <u>Age</u> | <u>Percentage</u> |
|------------|-------------------|
| 20         | 8.00%             |
| 21         | 8.00%             |
| 22         | 8.00%             |
| 23         | 8.00%             |
| 24         | 8.00%             |
| 25         | 8.00%             |
| 26         | 7.80%             |
| 27         | 7.60%             |
| 28         | 7.40%             |
| 29         | 7.20%             |
| 30         | 7.00%             |
| 31         | 6.90%             |
| 32         | 6.80%             |
| 33         | 6.70%             |
| 34         | 6.60%             |
| 35         | 5.80%             |
| 36         | 5.70%             |
| 37         | 5.60%             |
| 38         | 5.50%             |
| 39         | 5.40%             |
| 40         | 5.30%             |
| 41         | 5.20%             |
| 42         | 5.10%             |
| 43         | 5.10%             |
| 44         | 5.00%             |
| 45         | 4.70%             |
| 46         | 4.60%             |
| 47         | 4.60%             |
| 48         | 4.50%             |
| 49         | 4.50%             |
| 50         | 4.40%             |
| 51         | 4.30%             |
| 52         | 4.30%             |
| 53         | 4.20%             |
| 54         | 4.20%             |
| 55         | 4.10%             |
| 56         | 4.00%             |
| 57         | 4.00%             |
| 58         | 3.90%             |
| 59         | 3.90%             |
| 60         | 3.80%             |
| 61         | 3.70%             |
| 62         | 3.70%             |
| 63         | 3.60%             |
| 64         | 3.60%             |
| 65         | 3.50%             |
| 66         | 3.40%             |
| 67         | 3.40%             |
| 68         | 3.30%             |
| 69         | 3.30%             |
| 70+        | 3.30%             |

|                |                                             |
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## IRS 2020 Prescribed Preretirement and Postretirement Mortality Tables

## Exhibit B

| Non-Annuitants |         |         |     |           |           | Annuitants |         |         |     |           |           |
|----------------|---------|---------|-----|-----------|-----------|------------|---------|---------|-----|-----------|-----------|
| Age            | Male    | Female  | Age | Male      | Female    | Age        | Male    | Female  | Age | Male      | Female    |
| 1              | 0.0191% | 0.0180% | 61  | 0.4335%   | 0.2309%   | 1          | 0.0191% | 0.0180% | 61  | 0.6852%   | 0.4933%   |
| 2              | 0.0130% | 0.0119% | 62  | 0.4946%   | 0.2511%   | 2          | 0.0130% | 0.0119% | 62  | 0.7463%   | 0.5398%   |
| 3              | 0.0109% | 0.0090% | 63  | 0.5631%   | 0.2730%   | 3          | 0.0109% | 0.0090% | 63  | 0.8127%   | 0.5897%   |
| 4              | 0.0086% | 0.0068% | 64  | 0.6400%   | 0.2967%   | 4          | 0.0086% | 0.0068% | 64  | 0.8857%   | 0.6437%   |
| 5              | 0.0076% | 0.0062% | 65  | 0.7255%   | 0.3225%   | 5          | 0.0076% | 0.0062% | 65  | 0.9653%   | 0.7022%   |
| 6              | 0.0069% | 0.0058% | 66  | 0.8103%   | 0.3578%   | 6          | 0.0069% | 0.0058% | 66  | 1.0523%   | 0.7672%   |
| 7              | 0.0061% | 0.0054% | 67  | 0.9031%   | 0.3970%   | 7          | 0.0061% | 0.0054% | 67  | 1.1481%   | 0.8397%   |
| 8              | 0.0052% | 0.0050% | 68  | 1.0052%   | 0.4414%   | 8          | 0.0052% | 0.0050% | 68  | 1.2541%   | 0.9214%   |
| 9              | 0.0043% | 0.0047% | 69  | 1.1189%   | 0.4913%   | 9          | 0.0043% | 0.0047% | 69  | 1.3736%   | 1.0133%   |
| 10             | 0.0036% | 0.0045% | 70  | 1.2455%   | 0.5479%   | 10         | 0.0036% | 0.0045% | 70  | 1.5076%   | 1.1174%   |
| 11             | 0.0039% | 0.0046% | 71  | 1.3866%   | 0.6118%   | 11         | 0.0039% | 0.0046% | 71  | 1.6580%   | 1.2348%   |
| 12             | 0.0059% | 0.0054% | 72  | 1.5449%   | 0.6842%   | 12         | 0.0059% | 0.0054% | 72  | 1.8278%   | 1.3674%   |
| 13             | 0.0078% | 0.0062% | 73  | 1.7224%   | 0.7667%   | 13         | 0.0078% | 0.0062% | 73  | 2.0197%   | 1.5175%   |
| 14             | 0.0097% | 0.0069% | 74  | 1.9218%   | 0.8599%   | 14         | 0.0097% | 0.0069% | 74  | 2.2366%   | 1.6865%   |
| 15             | 0.0117% | 0.0076% | 75  | 2.1460%   | 0.9664%   | 15         | 0.0117% | 0.0076% | 75  | 2.4826%   | 1.8790%   |
| 16             | 0.0137% | 0.0082% | 76  | 2.3964%   | 1.0871%   | 16         | 0.0137% | 0.0082% | 76  | 2.7604%   | 2.0973%   |
| 17             | 0.0158% | 0.0088% | 77  | 2.6782%   | 1.2254%   | 17         | 0.0158% | 0.0088% | 77  | 3.0769%   | 2.3481%   |
| 18             | 0.0181% | 0.0093% | 78  | 2.9919%   | 1.3828%   | 18         | 0.0181% | 0.0093% | 78  | 3.4345%   | 2.6356%   |
| 19             | 0.0205% | 0.0097% | 79  | 3.3447%   | 1.5621%   | 19         | 0.0205% | 0.0097% | 79  | 3.8433%   | 2.9666%   |
| 20             | 0.0228% | 0.0098% | 80  | 3.7375%   | 1.7662%   | 20         | 0.0228% | 0.0098% | 80  | 4.3067%   | 3.3484%   |
| 21             | 0.0259% | 0.0101% | 81  | 3.9222%   | 1.9406%   | 21         | 0.0259% | 0.0101% | 81  | 4.8107%   | 3.7669%   |
| 22             | 0.0289% | 0.0103% | 82  | 4.2758%   | 2.2765%   | 22         | 0.0289% | 0.0103% | 82  | 5.3854%   | 4.2446%   |
| 23             | 0.0311% | 0.0107% | 83  | 4.8014%   | 2.7776%   | 23         | 0.0311% | 0.0107% | 83  | 6.0386%   | 4.7923%   |
| 24             | 0.0325% | 0.0112% | 84  | 5.5042%   | 3.4475%   | 24         | 0.0325% | 0.0112% | 84  | 6.7838%   | 5.4174%   |
| 25             | 0.0315% | 0.0116% | 85  | 6.3877%   | 4.2895%   | 25         | 0.0315% | 0.0116% | 85  | 7.6254%   | 6.1258%   |
| 26             | 0.0310% | 0.0121% | 86  | 7.4636%   | 5.3064%   | 26         | 0.0310% | 0.0121% | 86  | 8.5831%   | 6.9265%   |
| 27             | 0.0311% | 0.0127% | 87  | 8.7303%   | 6.5024%   | 27         | 0.0311% | 0.0127% | 87  | 9.6623%   | 7.8287%   |
| 28             | 0.0318% | 0.0134% | 88  | 10.1920%  | 7.8818%   | 28         | 0.0318% | 0.0134% | 88  | 10.8696%  | 8.8357%   |
| 29             | 0.0330% | 0.0143% | 89  | 11.8510%  | 9.4441%   | 29         | 0.0330% | 0.0143% | 89  | 12.2153%  | 9.9512%   |
| 30             | 0.0345% | 0.0154% | 90  | 13.7096%  | 11.1838%  | 30         | 0.0345% | 0.0154% | 90  | 13.7096%  | 11.1838%  |
| 31             | 0.0364% | 0.0167% | 91  | 15.2921%  | 12.5228%  | 31         | 0.0364% | 0.0167% | 91  | 15.2921%  | 12.5228%  |
| 32             | 0.0385% | 0.0182% | 92  | 16.9221%  | 13.9416%  | 32         | 0.0385% | 0.0182% | 92  | 16.9221%  | 13.9416%  |
| 33             | 0.0407% | 0.0198% | 93  | 18.5598%  | 15.4186%  | 33         | 0.0407% | 0.0198% | 93  | 18.5598%  | 15.4186%  |
| 34             | 0.0426% | 0.0215% | 94  | 20.2075%  | 16.9467%  | 34         | 0.0426% | 0.0215% | 94  | 20.2075%  | 16.9467%  |
| 35             | 0.0444% | 0.0231% | 95  | 21.8344%  | 18.5284%  | 35         | 0.0444% | 0.0231% | 95  | 21.8344%  | 18.5284%  |
| 36             | 0.0459% | 0.0246% | 96  | 23.6813%  | 20.2710%  | 36         | 0.0459% | 0.0246% | 96  | 23.6813%  | 20.2710%  |
| 37             | 0.0475% | 0.0265% | 97  | 25.5790%  | 22.0973%  | 37         | 0.0475% | 0.0265% | 97  | 25.5790%  | 22.0973%  |
| 38             | 0.0492% | 0.0284% | 98  | 27.5485%  | 23.9976%  | 38         | 0.0492% | 0.0284% | 98  | 27.5485%  | 23.9976%  |
| 39             | 0.0513% | 0.0305% | 99  | 29.5730%  | 25.9633%  | 39         | 0.0513% | 0.0305% | 99  | 29.5730%  | 25.9633%  |
| 40             | 0.0538% | 0.0327% | 100 | 31.6409%  | 27.9942%  | 40         | 0.0538% | 0.0327% | 100 | 31.6409%  | 27.9942%  |
| 41             | 0.0566% | 0.0351% | 101 | 33.7278%  | 30.0567%  | 41         | 0.0572% | 0.0349% | 101 | 33.7278%  | 30.0567%  |
| 42             | 0.0600% | 0.0378% | 102 | 35.7950%  | 32.1243%  | 42         | 0.0653% | 0.0400% | 102 | 35.7950%  | 32.1243%  |
| 43             | 0.0644% | 0.0410% | 103 | 37.8379%  | 34.1842%  | 43         | 0.0779% | 0.0479% | 103 | 37.8379%  | 34.1842%  |
| 44             | 0.0697% | 0.0445% | 104 | 39.8131%  | 36.2350%  | 44         | 0.0948% | 0.0587% | 104 | 39.8131%  | 36.2350%  |
| 45             | 0.0760% | 0.0485% | 105 | 41.6748%  | 38.2270%  | 45         | 0.1162% | 0.0724% | 105 | 41.6748%  | 38.2270%  |
| 46             | 0.0834% | 0.0532% | 106 | 43.4806%  | 40.1814%  | 46         | 0.1421% | 0.0892% | 106 | 43.4806%  | 40.1814%  |
| 47             | 0.0919% | 0.0585% | 107 | 45.1779%  | 42.0312%  | 47         | 0.1728% | 0.1096% | 107 | 45.1779%  | 42.0312%  |
| 48             | 0.1015% | 0.0643% | 108 | 46.7748%  | 43.7663%  | 48         | 0.2089% | 0.1340% | 108 | 46.7748%  | 43.7663%  |
| 49             | 0.1123% | 0.0707% | 109 | 48.2853%  | 45.4199%  | 49         | 0.2511% | 0.1627% | 109 | 48.2853%  | 45.4199%  |
| 50             | 0.1244% | 0.0780% | 110 | 49.6822%  | 46.9667%  | 50         | 0.3000% | 0.1960% | 110 | 49.6822%  | 46.9667%  |
| 51             | 0.1380% | 0.0862% | 111 | 50.1965%  | 48.3967%  | 51         | 0.3233% | 0.2077% | 111 | 50.1965%  | 48.3967%  |
| 52             | 0.1534% | 0.0955% | 112 | 50.1458%  | 49.7408%  | 52         | 0.3486% | 0.2220% | 112 | 50.1458%  | 49.7408%  |
| 53             | 0.1695% | 0.1060% | 113 | 50.1004%  | 50.2965%  | 53         | 0.3733% | 0.2393% | 113 | 50.1004%  | 50.2965%  |
| 54             | 0.1876% | 0.1178% | 114 | 50.0451%  | 50.1253%  | 54         | 0.3997% | 0.2595% | 114 | 50.0451%  | 50.1253%  |
| 55             | 0.2082% | 0.1307% | 115 | 50.0000%  | 50.0000%  | 55         | 0.4282% | 0.2830% | 115 | 50.0000%  | 50.0000%  |
| 56             | 0.2322% | 0.1449% | 116 | 50.0000%  | 50.0000%  | 56         | 0.4598% | 0.3096% | 116 | 50.0000%  | 50.0000%  |
| 57             | 0.2605% | 0.1602% | 117 | 50.0000%  | 50.0000%  | 57         | 0.4953% | 0.3398% | 117 | 50.0000%  | 50.0000%  |
| 58             | 0.2941% | 0.1764% | 118 | 50.0000%  | 50.0000%  | 58         | 0.5351% | 0.3732% | 118 | 50.0000%  | 50.0000%  |
| 59             | 0.3337% | 0.1936% | 119 | 50.0000%  | 50.0000%  | 59         | 0.5798% | 0.4100% | 119 | 50.0000%  | 50.0000%  |
| 60             | 0.3799% | 0.2117% | 120 | 100.0000% | 100.0000% | 60         | 0.6297% | 0.4500% | 120 | 100.0000% | 100.0000% |

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|                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                    |                                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|
| <b>SCHEDULE SB</b><br><b>(Form 5500)</b><br><br>Department of the Treasury<br>Internal Revenue Service<br><br>Department of Labor<br>Employee Benefits Security Administration<br><br>Pension Benefit Guaranty Corporation | <b>Single-Employer Defined Benefit Plan</b><br><b>Actuarial Information</b><br><br>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).<br><br>▶ <b>File as an attachment to Form 5500 or 5500-SF.</b> | OMB No. 1210-0110<br><br><b>2020</b><br><br><b>This Form is Open to Public Inspection</b> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

|                                                                                                                                           |                                                                                                                                                         |
|-------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>A</b> Name of plan<br>The Boeing Company Employee Retirement Plan                                                                      | <b>B</b> Three-digit plan number (PN) ▶ 001                                                                                                             |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF<br>The Boeing Co. and Consolidated Subsidiaries                  | <b>D</b> Employer Identification Number (EIN)<br>91-0425694                                                                                             |
| <b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | <b>F</b> Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500 |

|                                                                                                                                                                                                                |                                                                                                                    |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| <b>Part I</b>                                                                                                                                                                                                  | <b>Basic Information</b>                                                                                           |
| <b>1</b> Enter the valuation date: Month 01 Day 01 Year 2020                                                                                                                                                   |                                                                                                                    |
| <b>2</b> Assets:                                                                                                                                                                                               |                                                                                                                    |
| <b>a</b> Market value.....                                                                                                                                                                                     | <b>2a</b> 22,197,027,021                                                                                           |
| <b>b</b> Actuarial value.....                                                                                                                                                                                  | <b>2b</b> 21,193,529,390                                                                                           |
| <b>3</b> Funding target/participant count breakdown                                                                                                                                                            |                                                                                                                    |
| <b>a</b> For retired participants and beneficiaries receiving payment.....                                                                                                                                     | (1) Number of participants 72,741 (2) Vested Funding Target 11,882,788,078 (3) Total Funding Target 11,882,788,078 |
| <b>b</b> For terminated vested participants .....                                                                                                                                                              | 19,918 834,219,429 834,219,429                                                                                     |
| <b>c</b> For active participants.....                                                                                                                                                                          | 44,016 6,261,579,488 6,873,602,107                                                                                 |
| <b>d</b> Total.....                                                                                                                                                                                            | 136,675 18,978,586,995 19,590,609,614                                                                              |
| <b>4</b> If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>                                                                                          |                                                                                                                    |
| <b>a</b> Funding target disregarding prescribed at-risk assumptions .....                                                                                                                                      | <b>4a</b>                                                                                                          |
| <b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor..... | <b>4b</b>                                                                                                          |
| <b>5</b> Effective interest rate.....                                                                                                                                                                          | <b>5</b> 5.40%                                                                                                     |
| <b>6</b> Target normal cost.....                                                                                                                                                                               | <b>6</b> 214,259,900                                                                                               |

**Statement by Enrolled Actuary**

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

|                                                              |                                                                                                      |                                        |
|--------------------------------------------------------------|------------------------------------------------------------------------------------------------------|----------------------------------------|
| <b>SIGN HERE</b>                                             | Emily L. Carlson  | August 2, 2021                         |
| Emily L. Carlson                                             | Signature of actuary                                                                                 | Date                                   |
| Willis Towers Watson US LLC                                  | Type or print name of actuary                                                                        | 2006985                                |
| 600 University Street<br>Suite 3100<br>Seattle WA 98101-1176 | Firm name                                                                                            | Most recent enrollment number          |
|                                                              | Address of the firm                                                                                  | 206-625-1125                           |
|                                                              |                                                                                                      | Telephone number (including area code) |

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

**For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.**

**Schedule SB (Form 5500) 2020**  
**v. 200204**



**Part V Assumptions Used to Determine Funding Target and Target Normal Cost**

|                                                 |                                                                                                                                              |                        |                        |                                                     |
|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|------------------------|------------------------|-----------------------------------------------------|
| <b>21</b> Discount rate:                        |                                                                                                                                              |                        |                        |                                                     |
| <b>a</b> Segment rates:                         | 1st segment:<br>3.64 %                                                                                                                       | 2nd segment:<br>5.21 % | 3rd segment:<br>5.94 % | <input type="checkbox"/> N/A, full yield curve used |
| <b>b</b> Applicable month (enter code).....     |                                                                                                                                              |                        |                        | <b>21b</b> 4                                        |
| <b>22</b> Weighted average retirement age ..... |                                                                                                                                              |                        |                        | <b>22</b> 62                                        |
| <b>23</b> Mortality table(s) (see instructions) | <input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute |                        |                        |                                                     |

**Part VI Miscellaneous Items**

|                                                                                                                                                                       |                                                                     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| <b>24</b> Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| <b>25</b> Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ....                                     | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| <b>26</b> Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ....                           | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| <b>27</b> If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....                                   | <b>27</b>                                                           |

**Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years**

|                                                                                                                                     |           |   |
|-------------------------------------------------------------------------------------------------------------------------------------|-----------|---|
| <b>28</b> Unpaid minimum required contributions for all prior years .....                                                           | <b>28</b> | 0 |
| <b>29</b> Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)..... | <b>29</b> | 0 |
| <b>30</b> Remaining amount of unpaid minimum required contributions (line 28 minus line 29) .....                                   | <b>30</b> | 0 |

**Part VIII Minimum Required Contribution For Current Year**

|                                                                                                                                                                                      |                     |                    |               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|--------------------|---------------|
| <b>31</b> Target normal cost and excess assets (see instructions):                                                                                                                   |                     |                    |               |
| <b>a</b> Target normal cost (line 6) .....                                                                                                                                           | <b>31a</b>          | 214,259,900        |               |
| <b>b</b> Excess assets, if applicable, but not greater than line 31a .....                                                                                                           | <b>31b</b>          | 0                  |               |
| <b>32</b> Amortization installments:                                                                                                                                                 | Outstanding Balance | Installment        |               |
| <b>a</b> Net shortfall amortization installment .....                                                                                                                                | 0                   | 0                  |               |
| <b>b</b> Waiver amortization installment .....                                                                                                                                       | 0                   | 0                  |               |
| <b>33</b> If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount ..... | <b>33</b>           |                    |               |
| <b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....                                                          | <b>34</b>           | 214,259,900        |               |
|                                                                                                                                                                                      | Carryover balance   | Prefunding balance | Total balance |
| <b>35</b> Balances elected for use to offset funding requirement .....                                                                                                               | 192,833,912         | 0                  | 192,833,912   |
| <b>36</b> Additional cash requirement (line 34 minus line 35).....                                                                                                                   | <b>36</b>           | 21,425,988         |               |
| <b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....                                                   | <b>37</b>           | 271,464,738        |               |
| <b>38</b> Present value of excess contributions for current year (see instructions)                                                                                                  |                     |                    |               |
| <b>a</b> Total (excess, if any, of line 37 over line 36) .....                                                                                                                       | <b>38a</b>          | 250,038,750        |               |
| <b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....                                                                | <b>38b</b>          | 192,833,912        |               |
| <b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....                                                                       | <b>39</b>           | 0                  |               |
| <b>40</b> Unpaid minimum required contributions for all years .....                                                                                                                  | <b>40</b>           | 0                  |               |

**Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)**

|                                                                                  |                                                                                                                         |
|----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| <b>41</b> If an election was made to use PRA 2010 funding relief for this plan:  |                                                                                                                         |
| <b>a</b> Schedule elected .....                                                  | <input type="checkbox"/> 2 plus 7 years <input type="checkbox"/> 15 years                                               |
| <b>b</b> Eligible plan year(s) for which the election in line 41a was made ..... | <input type="checkbox"/> 2008 <input type="checkbox"/> 2009 <input type="checkbox"/> 2010 <input type="checkbox"/> 2011 |

## **SCHEDULE SB ATTACHMENTS**

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### **Schedule SB, Line 15**

#### **Reconciliation of differences between valuation results and amounts used to calculate AFTAP as of January 1, 2020**

The AFTAP reported on line 15 is the final certified AFTAP for the plan year and does not correspond to the valuation results reported on this SB.

The AFTAP reported on line 15 was certified on September 30, 2020 and only reflects discounted contributions for the prior plan year deposited as of the certification date.

|                |                                             |
|----------------|---------------------------------------------|
| Plan Name:     | The Boeing Company Employee Retirement Plan |
| EIN / PN:      | 91-0425694/001                              |
| Plan Sponsor:  | The Boeing Company                          |
| Valuation Date | January 1, 2020                             |

## SCHEDULE SB ATTACHMENTS

### Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2020

#### Method Used to Calculate the Plan's Weighted Average Retirement Age

For each active participant, an expected retirement age was calculated, weighted in proportion to the probability that the individual would remain an active participant to each age and then retire at that age. The plan's weighted average retirement age is 62.

| Age | Combined Rate of Retirement | Assumed Number Eligible | Number of Retirements | Age X Number Retiring |
|-----|-----------------------------|-------------------------|-----------------------|-----------------------|
| 55  | 7%                          | 10,000                  | 700                   | 38,500                |
| 56  | 7%                          | 9,300                   | 651                   | 36,456                |
| 57  | 7%                          | 8,649                   | 605                   | 34,485                |
| 58  | 9%                          | 8,044                   | 724                   | 41,992                |
| 59  | 11%                         | 7,320                   | 805                   | 47,495                |
| 60  | 13%                         | 6,515                   | 847                   | 50,820                |
| 61  | 14%                         | 5,668                   | 794                   | 48,434                |
| 62  | 15%                         | 4,874                   | 731                   | 45,322                |
| 63  | 17%                         | 4,143                   | 704                   | 44,352                |
| 64  | 18%                         | 3,439                   | 619                   | 39,616                |
| 65  | 22%                         | 2,820                   | 620                   | 40,300                |
| 66  | 23%                         | 2,200                   | 506                   | 33,396                |
| 67  | 23%                         | 1,694                   | 390                   | 26,130                |
| 68  | 24%                         | 1,304                   | 313                   | 21,284                |
| 69  | 23%                         | 991                     | 228                   | 15,732                |
| 70  | 100%                        | 763                     | 763                   | 53,410                |
|     |                             |                         | 10,000                | 617,724               |
|     |                             |                         |                       | ÷                     |
|     |                             |                         |                       | 10,000                |
|     |                             |                         |                       | 62                    |

Plan Name: The Boeing Company Employee Retirement Plan  
EIN / PN: 91-0425694/001  
Plan Sponsor: The Boeing Company  
Valuation Date: January 1, 2020

# SCHEDULE SB ATTACHMENTS

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## Schedule SB – Statement by Enrolled Actuary

|                          |                                             |
|--------------------------|---------------------------------------------|
| <b>Plan Sponsor</b>      | The Boeing Company                          |
| <b>EIN/PN</b>            | 91-0425694/001                              |
| <b>Plan Name</b>         | The Boeing Company Employee Retirement Plan |
| <b>Valuation Date</b>    | January 1, 2020                             |
| <b>Enrolled Actuary</b>  | Emily L. Carlson                            |
| <b>Enrollment Number</b> | 20-06985                                    |

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

# SCHEDULE SB ATTACHMENTS

## Schedule SB, Part V Summary of Plan Provisions

### Plan Provisions

|                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|-----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Effective Date</b> | <p>January 1, 1955. The plan was restated as of January 1, 2015. The most recent plan amendments included in these provisions are as follows:</p> <ul style="list-style-type: none"><li>■ Amendment No. 1, adopted December 21, 2015 and various effective dates in 2015 and 2016 starting on December 31, 2015 (IUOE Local 302PP (formerly 286PP) freeze, and IAM 751, 70 &amp; W24 freeze, flat dollar increase, and reduction in unreduced age).</li><li>■ Amendment No. 2, adopted December 7, 2015 and effective during the 2015 plan year, (terminated vested lump sum window)</li><li>■ Amendment No. 3, effective January 28, 2016, (IAM 751 &amp; W24 voluntary layoff benefit program)</li><li>■ Amendment No. 4, adopted October 31, 2016 and various effective dates in 2015 and 2016 starting on December 31, 2015 (clean-up amendment for Amendment 1, to specifically include former employees)</li><li>■ Amendment No. 5, adopted December 9, 2016 and effective January 1, 2017 (to remove redundancy with respect to benefits for Designated Domestic Partners)</li><li>■ Amendment No. 6, effective January 1, 2016 (SPEEA Miami exclusion)</li><li>■ Amendment No. 7, adopted December 9, 2016, effective January 1, 2017 (SPEEA flat dollar increase and unrestricted lump sum form of benefit added and reflected in this valuation) and effective December 31, 2018 (SPEEA service freeze and full vesting).</li><li>■ Amendment No. 8, adopted December 9, 2016 and effective during the 2016 plan year and January 1, 2017 (IUOE 302W (formerly 286W) flat dollar increase, additional credited service, enhanced ERF, full vesting, lump sum and accrual freeze).</li><li>■ Amendment No. 9, adopted December 9, 2016 and effective January 1, 2016 (\$5,000 automatic lump sum provisions).</li><li>■ Amendment No. 10, effective October 15, 2017, the suspension of benefit rules for rehired participants from IAM 751 has been eliminated.</li><li>■ Amendment No. 11, SPFPA Local 5 &amp; Local 2 (LGC 202 &amp; 210) -100% vesting on December 31, 2017, basic benefit increase to \$85 on April 1, 2017, lump sum optional form of payment effective on July 1, 2017, freeze accruals as of December 31, 2017, and suspension of benefit rules has been eliminated for participants rehired after December 31, 2017.</li><li>■ Amendment No. 12, SPIU (LGC 223 &amp; 229) – Accruals cease December 31, 2018, lump sum feature added as an optional form of payment as of January 1, 2018, and the suspension of benefit rules are eliminated for participants rehired after December 31, 2018.</li></ul> |
|-----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                |                                             |
|----------------|---------------------------------------------|
| Plan Name:     | The Boeing Company Employee Retirement Plan |
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- Amendment No. 13, IAFF Local I-17 (Firefighters, Philadelphia, PA, LGC 215) – Basic benefit increases to \$85 on July 1, 2017, freeze accruals, 100% vesting, lump sum optional form of payment effective on December 31, 2017, and the suspension of benefit rules are eliminated for participants rehired after December 31, 2017.
- Amendment No. 14, IAM&AW Local 2766 (Huntsville, AL, LGC 219) – 100% vesting on January 21, 2017, basic benefit increases to \$85 on February 1, 2017, lump sum optional form of payment effective on July 1, 2017, freeze accruals as of January 31, 2018, and the suspension of benefit rules are eliminated for participants rehired after January 31, 2018.
- Amendment No. 15, adopted December 1, 2017, restricts benefits in the case of bankruptcy.
- Amendment No. 16, adopted September 17, 2018, freeze accruals for all union groups, including SPIU, except for the SPEEA Professional and Technical Units effective December 31, 2018. Accruals cease December 31, 2018 for any SPEEA Professional and Technical Units participants who transfer within Boeing, but are no longer covered by SPEEA Professional and Technical Units. If any former SPEEA Professional and Technical Units participants transfer back into SPEEA Professional and Technical Units, earnings benefit accrued for the period that they were employed in a non-SPEEA Professional and Technical position would be counted under the BCERP upon the date they return.
- Amendment No. 17, IAFF Local I-66 (Firefighters, Seattle, WA, LGC 224) – Basic benefit increases to \$85 on May 1, 2018, freeze accruals, 100% vesting, and lump sum optional form of payment effective on December 31, 2018.
- Amendment No. 18, effective in 2020, reflects the 2019 settlement agreements related to SPEEA et. al. V. Boeing, NOS 05-1251-JWB and 07-1043-JWB, for fourteen inactive participants.

### **Covered Employees**

- Represented Boeing employees covered by a collective bargaining agreement under which the terms of this plan have been extended. All deferred inactive and retired participants under the prior plan as of January 1, 1999, remain in this plan.
- Members of AMPA and SPEEA Wichita Engineering Unit, and IUOE 302PP (formerly 286PP) are excluded from participation if hired or rehired on or after January 1, 2010.
- Members of SPFAA 255 and IBEW 271 are excluded from participation if hired or rehired after January 1, 2011.
- Members of IAM & AW 2766, SPFPA 2, SPFPA 5, and IAFF 1-17 are excluded from participation if hired or rehired on or after January 1, 2012.
- Members of IAFF Local I-66 (Wichita, KS) are excluded from participation if hired or rehired after June 1, 2012.

|                |                                             |
|----------------|---------------------------------------------|
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- Members of IAFF Local I-66 (Seattle, WA) are excluded from participation if hired or rehired on or after January 1, 2013.
- Members of SPEEA NW Professional Unit, Engineers (Seattle, WA) are excluded from participation if hired or rehired on or after March 1, 2013.
- Members of SPEEA NW Technical Unit (Seattle, WA) are excluded from participation if hired or rehired on or after March 22, 2013.
- Members of SPEEA Pilot/Instructors Unit whose most recent hire date is before January 1, 2009 become eligible to participate in the BCERP, effective January 1, 2013.
- Members of IAM 751 (Seattle), IAM&AW 24 (Portland) and IAM&AW 70 (Wichita) excluded from participation if hired or rehired on or after January 3, 2014.

Members of IUOE 302 W (formerly 286W) (Welders) are excluded from participation if hired or rehired on or after January 1, 2017.

**Participation Date** Later of completion of one year of service and date of becoming a covered employee.

### Definitions

|                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-----------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Actuarial equivalence for annuity conversion</b> | <p>For the accelerated income annuity, the monthly benefit is actuarially adjusted based on the applicable 417(e)(3) interest rate for November of the prior plan year, and the applicable 417(e)(3) mortality table.</p> <p>For the joint and survivor and 10 year certain payment forms, the monthly benefit is actuarially adjusted based on an interest rate of 6% and the RP 2000 mortality table, mixed collar, projected to 2015 using Scale AA, with a 50/50 male/female blend. In no event will the adjustment using the above factors be less than that using the simplified factors in effect prior to January 1, 2009 and in no event will the normal form factor be greater than one.</p> |
| <b>Basic benefit</b>                                | <p>Complement benefit plus amount per year of credited service.<br/>(See Exhibit A)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Credited service</b>                             | <p>One year for each calendar year in which the participant completes 2,000 or more hours of service after becoming an employee. Pro rata credit is granted for years in which a participant works less than 2,000 hours.</p> <p>For plan participants who are members of the IUOE 302PP (formerly 286PP) (Seattle, WA) labor group, credited service will freeze as of December 31, 2015.</p>                                                                                                                                                                                                                                                                                                         |

|                |                                             |
|----------------|---------------------------------------------|
| Plan Name:     | The Boeing Company Employee Retirement Plan |
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For plan participants who are members of IAM 751 (Seattle), IAM&AW 24 (Portland), or IAM&AW 70 (Wichita) labor groups, credited service will freeze as of October 31, 2016.

For participants who are members of IUOE 302 W (formerly 286W) (Welders) and on the active payroll or on approved leave of absence of six months or less on December 1, 2016 credited service will be increased by two years and then freeze as of December 31, 2016.

For participants who are members of IAFF Local I-17 (Firefighters), SPFPA Local 5 or SPFPA Local 2 credited service will freeze as of December 31, 2017.

For participants who are members of IAM&AW Local 2766 (Huntsville, AL) credited service will freeze as of January 31, 2018.

For participants who are members of SPEEA Engineers (Seattle, WA), SPEEA Technical Unit (Seattle, WA), SPIU or IAFF

Local I-66 (Firefighters, Seattle, WA), credited service will freeze as of December 31, 2018.

By December 31, 2018, credited service for all labor groups has been frozen.

**Complement benefit**

Fixed dollar benefit established on January 1, 1996, to replace the supplemental past service benefit and the supplemental future benefit as of December 31, 1995

**Core benefit**

1.025% times final average earnings times credited service

**Excess benefit**

0.450% times final average earnings in excess of Social Security covered compensation times credited service

**Final average benefit**

Core benefit plus excess benefit. For participants hired prior to January 1, 1993, a minimum of 1.5% times final average earnings minus 1.25% times the Social Security amount, all multiplied by credited service, is used if it results in a greater benefit. This applies after adjustment for early retirement factors.

|                |                                             |
|----------------|---------------------------------------------|
| Plan Name:     | The Boeing Company Employee Retirement Plan |
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## SCHEDULE SB ATTACHMENTS

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### **Final monthly average earnings**

Monthly average of the highest 60 consecutive calendar months of pensionable pay during the 10-year period ending on termination plus applicable ratification bonuses divided by 60 plus total amount of Employee Incentive Plan ("EIP") payments made in the past 60 months divided by 60.

For plan participants who are members of IUOE 302 PP (formerly 286PP) (Seattle, WA) labor group, final monthly average earnings will freeze as of December 31, 2015.

For plan participants who are members of IAM 751 (Seattle), IAM&AW 24 (Portland), or IAM&AW 70 (Wichita) labor groups, final monthly average earnings will freeze as of October 31, 2016.

For participants who are members of IUOE 302 W (formerly 286W) (Welders), final monthly average earnings will freeze as of December 31, 2016.

For participants who are members of IAFF Local I-17 (Firefighters), SPFPA Local 5 or SPFPA Local 2, final monthly average earnings will freeze as of December 31, 2017.

For participants who are members of IAM&AW Local 2766 (Huntsville, AL) final monthly average earnings will freeze as of January 31, 2018.

For participants who are members of SPIU or IAFF Local I-66 (Firefighters, Seattle, WA), final monthly average earnings will freeze as of December 31, 2018.

For BCERP participants working at Boeing in a non-union position, in a position in a bargaining unit that does not participate in BCERP, or participants who were formerly represented by a now-defunct bargaining unit, effective December 31, 2018, the BCERP freezes these participants' earnings.

For participants who transferred out of SPEEA Engineers (Seattle, WA), SPEEA Technical Unit (Seattle, WA), SPEEA Engineering Unit (Florida), final monthly average earnings will freeze as of December 31, 2018. If participants are rehired into the aforementioned SPEEA bargaining units, non-SPEEA Boeing earnings and SPEEA earnings will be included in the benefit earned.

By December 31, 2018, with the exception of SPEEA Engineers (Seattle, WA), SPEEA Technical Unit (Seattle, WA), and SPEEA Engineering Unit (Florida), final monthly average earnings for all labor groups has been frozen.

### **Monthly Pension benefit**

The greater of the basic benefit and the final average benefit less Western Metals Offset.

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Plan Sponsor: The Boeing Company  
Valuation Date: January 1, 2020

## SCHEDULE SB ATTACHMENTS

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|                                             |                                                                                                                                                                                                                                                                                                                                                       |
|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Monthly Preretirement death benefit</b>  | For those not eligible to retire the benefit is a 50% J&S as if the participant had survived to the earliest retirement date, retired and taken a 50% J&S. For those eligible to retire, but who had not, the benefit is a 100% J&S as if the participant had retired.                                                                                |
| <b>Normal retirement date (NRD)</b>         | First of month coinciding with or next following the attainment of age 65 and five years of vesting service                                                                                                                                                                                                                                           |
| <b>Pensionable pay</b>                      | Annual base pay plus EIP bonus plus certain ratification bonuses                                                                                                                                                                                                                                                                                      |
| <b>Postretirement death benefit</b>         | \$2,000 payable on death of an eligible employee who retires from active service                                                                                                                                                                                                                                                                      |
| <b>Social Security amount</b>               | Estimated primary insurance amount payable to the participant at the earliest age under the Social Security Act, as amended, in effect on the earlier of normal retirement date or the date of termination. For early retirements, no future earnings are assumed. For terminations, earnings at termination are assumed to be constant until age 65. |
| <b>Social Security Covered Compensation</b> | 35-year average of Social Security taxable wage bases ending in the year of termination                                                                                                                                                                                                                                                               |
| <b>Vesting service</b>                      | One year for each calendar year in which the participant completes at least 1,000 hours of service                                                                                                                                                                                                                                                    |
| <b>Western Metals Offset</b>                | Employees in IAM & AW Local 24 have a monthly offset benefit from the Western Metal Industry Pension Fund. This amount is determined based on service accrued in the service periods illustrated in Exhibit B and will freeze as of October 31, 2016.                                                                                                 |

### Eligibility for Benefits

|                             |                                                                                                                                                                                                                                                                                                                                                   |
|-----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Normal retirement</b>    | Retirement on NRD                                                                                                                                                                                                                                                                                                                                 |
| <b>Early retirement</b>     | Retirement before NRD and on or after both attaining age 55 and completing ten years of vesting service, or on or after both attaining age 62 and completing some credited service. For layoffs, on or after attaining age 55 and 10 years of vesting service if at least age 49 at the time of layoff, or at least age 55 at the time of layoff. |
| <b>Postponed retirement</b> | Retirement after NRD                                                                                                                                                                                                                                                                                                                              |

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|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Vested termination</b> | <p>Termination for reasons other than death or retirement after completing five years of vesting service</p> <p>Effective January 3, 2014, active participants in IAM 751 (Seattle), IAM&amp;AW 24 (Portland) and IAM&amp;AW 70 (Wichita) labor groups on the active payroll, or an authorized leave of absence of 90 days or less on January 3, 2014 will become 100% (one-hundred percent) immediately vested in their BCERP benefit.</p> <p>On December 31, 2015, participants who are active or who are on leave and who are members of IUOE 302 PP (formerly 286PP) will become 100% vested.</p> <p>Effective October 31, 2016 participants represented by IAM 751 (Seattle), IAM&amp;AW 24 (Portland) and IAM&amp;AW 70 (Wichita) labor groups will become 100% (one-hundred percent) immediately vested in their BCERP benefit.</p> <p>On January 1, 2017, participants who are active or who are on leave and who are members of IUOE 302 W (formerly 286W) (Welders) will become 100% vested.</p> <p>Effective January 21, 2017, and again on January 31, 2018 active participants who are members of IAM&amp;AW Local 2766 (Huntsville, AL) will become 100% (one-hundred percent) immediately vested in their BCERP benefit.</p> <p>Effective December 31, 2017 active participants who are members of IAFF Local I-17 (Firefighters), SPFPA Local 5 or SPFPA Local 2 will be 100% (one-hundred percent) immediately vested in their BCERP benefit.</p> <p>Effective December 31, 2018 participants represented by SPEEA Engineers (Seattle, WA), SPEEA Technical Unit (Seattle, WA), SPEEA Engineering Unit (Wichita, KS) and SPEEA Engineering Unit (Florida) will become 100% (one-hundred percent) immediately vested in their BCERP benefit.</p> <p>Effective December 31, 2018 active participants who are members of SPIU or IAFF Local I-66 (Firefighters, Seattle, WA) will be 100% (one-hundred percent) immediately vested in their BCERP benefit.</p> |
| <b>Disablement</b>        | <p>Permanently and totally disabled while on active payroll after attaining age 50 with 10 years of vesting service and before normal retirement date</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

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| <b>Preretirement death</b> | Death while eligible for normal, early, postponed, or vested termination retirement benefits, with a surviving spouse. For SPEEA Professional and Technical Unit, surviving spouse includes surviving same-sex spouse, as applicable. |
|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

### Monthly Benefits Paid Upon the Following Events

|                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Normal retirement</b>    | Monthly pension benefit determined as of NRD                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Early retirement</b>     | <p>The basic benefit and the core benefit are reduced 2% for each year that payment begins prior to age 60. The excess benefit is reduced 5% for each year that payment begins prior to age 60. The pre-93 formula is reduced 3% for each year that payment begins prior to 60. The Western Metals Offset is reduced 8% for each year prior to 65 and after 60 and 5% for each year prior to 60.</p> <p>Effective October 1, 2016, for participants who are members of IAM 751 (Seattle), IAM&amp;AW 24 (Portland) and IAM&amp;AW 70 (Wichita) labor groups on the active payroll, or an authorized leave of absence on October 1, 2016, BCERP and effective December 1, 2016 for members of IUOE 302W (formerly 286W) (Welders) who are active or on leave [of any duration] on or after December 1, 2016 benefits payable at an Early Retirement Date will be unreduced for employees age 58 or older at their Early Retirement Date. Additionally, early retirement reductions stated in the above paragraph (2% for core, 5% for excess and 3% for pre-93) will be reduced from age 58.</p> <p>Effective January 28, 2016, for participants who are members of IAM 751 (Seattle), IAM&amp;AW 24 (Portland) and IAM&amp;AW 70 (Wichita) labor groups on the active payroll, or an authorized leave of absence of 90 days or less on or after January 28, 2016, any participant that terminates prior to October 1, 2016 shall be eligible for early retirement reductions stated in the above paragraph (2% for core, 5% for excess and 3% for pre-93 from age 58) by entering the Voluntary Layoff Benefits Program.</p> |
| <b>Postponed retirement</b> | Monthly pension benefit determined as of actual retirement date                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Vested termination</b>   | Monthly pension benefit determined as of termination date, reduced 6.0% for each year of payment before the participant's NRD. The Western Metals Offset is reduced 8% for each year prior to 65 and after 60 and 5% for each year prior to 60.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

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**Employees transferred to another plan** Monthly pension benefit determined using credited service as of the transfer date. Minimum benefit provisions and pay are determined as of retirement or termination date.

**Layoffs** Monthly benefit determined using credited service and vesting service as of layoff date and minimum benefit provisions as of the end of the layoff recall period (6 years after date of layoff). A laid-off participant may elect early retirement and receive early retirement subsidized reduction factors if otherwise eligible for early retirement within the layoff recall period, or if age 55 at the time of layoff.

**Disablement** Monthly pension benefit unreduced for early commencement

**Preretirement death** Monthly preretirement death benefit determined as of the date of death, actuarially reduced for early commencement

**Missing Participants** Terminated vested participants past normal retirement age who have not been located after reasonable attempts are deemed to have forfeited their benefits. Such benefits will be reinstated after verification of a claim for the benefit.

**Forms of payment** Monthly preretirement death benefits are payable as a single life annuity. Monthly pension benefits are paid as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of the 50% joint and survivor annuity option with "pop-up" (where annuity will "pop-up" to the benefit amount before the joint and survivor option election if the spouse predeceases the retired participant) or, if the participant elects and the spouse consents, another optional form offered by the plan.

For the purposes of the previous paragraph, spouse includes same-sex spouse for SPEEA Professional and Technical unit participants, as applicable.

Optional forms are 10-year certain and life annuity, accelerated income annuity (except for disabled retirement), 75% or 100% joint and survivor annuity with "pop-up" or a life annuity (for married participants).

Single sum payments elected during the 2014 lump sum window for certain terminated vested participant, will be calculated as the present value of the participant's accrued benefit payable at NRD.

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For participants who are members of SPEEA Professional Unit (Seattle, WA), SPEEA Technical Unit (Seattle, WA), SPEEA Engineering Unit (Wichita, KS) or IUOE 302W (formerly 286W) (Welders) a lump sum distribution option is available upon separation from service effective January 1, 2017.

For participants who are members of IAM&AW Local 2766 (Huntsville, AL), SPFPA Local 5 or SPFPA Local 2 a lump sum distribution option is available upon separation from service effective July 1, 2017.

For participants who are members of IAFF Local I-17 (Firefighters), a lump sum distribution option is available upon separation from service effective December 31, 2017.

For participants who are member of SPIU, a lump sum distribution option is available upon separation from service effective January 1, 2018.

For participants who are member of IAFF Local-I66 (Firefighters, Seattle, WA), a lump sum distribution option is available upon separation from service effective December 31, 2018.

**Maximum on  
benefits and pay**

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

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## Changes in Benefits Since Prior Year

These plan provisions reflect all amendments to the BCERP adopted as of January 1, 2020 and effective during the 2020 plan year.

The pay and dollar limits were updated in accordance with legislative changes effective for 2020 as follows:

The IRC Section 401(a)(17) pay limit increased from \$280,000 for the 2019 plan year to \$285,000 for the 2020 plan year.

The IRC Section 415(b) dollar limit increased from \$225,000 for the 2019 plan year to \$230,000 for the 2020 plan year.

Amendment No. 18, effective in 2020, reflects the 2019 settlement agreements related to SPEEA et. al. V. Boeing, NOS 05-1251-JWB and 07-1043-JWB, for fourteen inactive participants.

To our knowledge, no changes are pending.

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## Exhibit A – Dollar per month per year of credited service amounts

| Labor Group Code | Description                                                              | Effective Date<br>01/01/2019 |
|------------------|--------------------------------------------------------------------------|------------------------------|
| Other            | Labor groups not listed below                                            | 83                           |
| 201              | IUOE, Local 302W (formerly 286W) (Welders) Washington                    | 97                           |
| 202              | SPFPA Local 5 (Seattle, WA) (hired before 1/1/2012)                      | 85                           |
| 204              | IUOE Local 302PP (formerly 286PP) (Seattle, WA) (hired before 1/1/2010)  | 86                           |
| 205              | IAM&AW Local 86 (Spokane, WA) (closed - terms only)                      | 83                           |
| 206              | IAM&AW Local 751 (Seattle, WA) (hired before 1/3/2014)                   | 95                           |
| 207              | SPEEA, Professional Unit (Seattle, WA) (hired before 3/1/2013)           | 100                          |
| 209              | SPFPA Local 507 (Guards, Philadelphia, PA) (closed - terms only)         | 70                           |
| 210              | SPFPA Local 2 (Guards, Portland, OR) (hired before 1/1/2012)             | 85                           |
| 211              | SPFPA Local 255 (Guards, Wichita, KS) (hired before 1/1/2011)            | 78                           |
| 214              | IBEW Local 271 (Wichita, KS) (Hired before 1/1/2011)                     | 78                           |
| 215              | IAFF Local I-17 (Firefighters, Philadelphia, PA) (hired before 1/1/2012) | 85                           |
| 216              | IAM&AW Local 24 (Portland, OR) (hired before 1/3/2014)                   | 95                           |
| 218              | IAM&AW Local 70 (Wichita, KS) (hired before 1/3/2014)                    | 95                           |
| 219              | IAM&AW Local 2766 (Huntsville, AL) (hired before 1/1/2012)               | 85                           |
| 220              | SPEEA Technical Unit (Seattle, WA) (hired before 3/22/2013)              | 100                          |
| 221              | SPEEA Engineering Unit (Wichita, KS) (hired before 1/1/2010)             | 95                           |
| 223              | SPIU formerly AMPA Pilots (Seattle, WA) (hired before 1/1/2010)          | 95                           |
| 224              | IAFF Local I-66 (Firefighters, Seattle, WA) (hired before 1/1/2013)      | 85                           |
| 225              | IAM&AW Local 44 (Decatur, AL) (closed - terms only)                      | 65                           |
| 226 & 227        | SPEEA WTPU (Wichita, KS) (closed - terms only, decertified in 2007)      | 83                           |
| 228              | IAFF Local I-66 (Firefighters, Wichita, KS) (Hired before 6/1/2012)      | 74                           |
| 229              | SPIU (hired before 1/1/2009)                                             | 95                           |

## Western Metals Industry Pension Fund Offset

| Service Period          | Contribution Rate | Monthly Benefit Per Year Of Service <sup>1</sup> |
|-------------------------|-------------------|--------------------------------------------------|
| 01/01/1960 – 12/31/2000 | 9.5%              | \$0.25 x 9.5% x Hours Worked                     |
| 01/01/2001 – 12/31/2002 | 7.5%              | \$0.25 x 7.5% x Hours Worked                     |
| 01/01/2003 – 12/31/2003 | 3.0%              | \$0.25 x 3.0% x Hours Worked                     |
| 01/01/2004 – 07/31/2009 | 2.0%              | \$0.25 x 2.0% x Hours Worked                     |
| 07/31/2009 – 10/31/2016 | 1.0%              | \$0.25 x 1.0% x Hours Worked                     |

<sup>1</sup> Monthly Benefit = \$0.25/hr. x Hours Worked x Contribution Rate where hours worked is the actual hours worked during that time period.

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### Schedule SB, Line 24 Change in Actuarial Assumptions

- The retirement rates from active status for SPEEA employees were increased to more closely reflect 5-year average retirement experience by this group over the period 2014 – 2018, with considerations for conditions that might be expected to produce different results in the future. The analysis of historical rates of retirement from active employment was presented in the experience study delivered to Boeing on November 13, 2019.
- The salary increase assumption for SPEEA active participants was decreased starting at age 35 to more closely reflect 5-year average experience by this group over the period 2014 – 2018, with considerations for conditions that might be expected to produce different results in the future. The analysis of historical rates of salary increase was presented in the experience study delivered to Boeing on November 13, 2019.
- The bonus pay load assumption for SPEEA active participants was updated from 4% to 5% to account for the average additional bonus expected based on the current SPEEA contract.

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